

2023

Year In Review



A letter from Managing Partner Gregg A. Eisenberg

Benesch is an innovative firm—grounded in our 85-year history but not afraid to make bold decisions, set big goals, and confidently pursue them.

We know that serving our clients and communities and contributing to their success depends on our own strength. By growing Benesch capabilities in 2023—without compromising our culture—and staying true to our commitment to outstanding client service, we continue to deliver for our clients, our people, and our communities.

I'm proud to report the firm experienced an unprecedented year, adding 96 attorneys and 63 staff to our family firmwide. Of course, the value of this growth is not in head count but in the tremendous talent added across our platform and in those who help us do what we do best. **We are growing because our clients are growing**, both in the number and complexity of matters we handle for our existing clients and in the new clients we are attracting because of our market position and strengths.

Of particular note, the firm gained a new Partner-in-Charge in our San Francisco office and a new Executive Committee member, Stephanie Sheridan, along with the powerhouse Retail & E-Commerce Group she chairs. Partner Michael Barrie and Chicago Partner-in-Charge Manish Mehta also joined the Executive Committee.

Our growing White Collar, Government Investigations & Regulatory Compliance, Private Equity, Real Estate, and Healthcare groups gained tremendous

talent as well. In fact, we have grown in all of our core practice areas, and in all of our offices. We opened a new office in Midtown Manhattan, driven primarily by client demand, our Chicago roster has tripled in size over the past five years and is one of the fastest-growing law offices in the city, and our Columbus and San Francisco offices have each nearly doubled.

Beyond attracting top-level talent, Benesch has a remarkable ability to retain that talent. We have achieved and continue to maintain an industry-leading retention rate for our lawyers.

I have no doubt this stickiness is a direct result of two key Benesch strengths: our collegial, supportive culture and our careful hiring practices that guard that culture fiercely. When we recruit people to join us, we not only look for excellence in their field but also that they are a great cultural fit. Hiring people who care deeply about their clients and client service, who care about one another, and who want to continue to grow is paramount to

our success. These attributes combine into a vibrant and compelling platform that enables us to attract talent from the strongest firms in the country; the vast majority of our recent lateral partners have come from Am Law 75 firms. Our continued growth has added depth to our practices and strengthened our bench, fueling our continued climb up the Am Law ranks, where we broke into the top 150 in 2023.

We further cemented our commitment to culture by appointing a Chief Culture Officer, Jared Oakes, our longtime partner and Vice Chair of our Real Estate Practice Group. In this multifaceted role, which includes a focus on associate and staff engagement and development, lateral hire integration, and infusing DEI and client service into our culture, Jared will work to ensure we continue to be intentional in preserving the elements that make Benesch special and a sought-after place to be.

We celebrated the firm's 85th anniversary in 2023 with a highly visible commitment to Cleveland, the city where we first began and still call home. Our move to state-of-the-art offices in Key Tower was truly a highlight, the result of years of planning and excellent execution by our team. While other firms are moving to a hoteling concept with shared workspace, we want everyone across our platform to have a seat. Our new home in Cleveland not only meets our current needs for efficient, contiguous space to collaborate for and with our clients but

also allows for continued growth. If you are in downtown Cleveland, I invite you to visit us to see why we are so proud of our new office and how this investment in our infrastructure enables us to do our best work for our clients.

We were thrilled to partner with our client, Kaulig Racing, as NASCAR took over the streets of Chicago for the inaugural Grant Park 220 Chicago Street Race over Fourth of July weekend. Viewers along the course and nationwide saw driver Justin Haley expertly steer the Benesch car to an impressive second-place finish.

As so many of our clients travel in the fast lane, we are right alongside, supporting them in day-to-day matters as well as in exceptional circumstances and opportunities. The past year was challenging: Inflation and rising interest rates raised significant concerns, impeding borrowing, the supply chain, and transactional activity in the M&A market. International strife and domestic politics added to the instability.

Despite the market challenges, **we continued to help clients navigate complex disputes, close complicated deals, secure their intellectual property, and succeed in their core businesses and efforts to grow.** Our teams facilitated more than 300 M&A transactions and billions of dollars in real estate transactions. We cut through regulatory and compliance red tape at the state and federal level. We served the breadth of business

and industry, from small- and midcap enterprises to Fortune 500 companies to e-marketplaces. And we remain engaged in some of the most high-profile cases in the country, including representing Smartmatic in defamation lawsuits against Fox News, Newsmax, and other defendants.

Benesch's legal excellence is recognized in numerous ways.

We were honored with **95+ firm** and **140+ individual** attorney awards in the legal industry, business, and service categories. This includes **36 Benesch attorneys** and **15 practice areas** ranking in Chambers USA, with national rankings in Cannabis Law, Transportation, and Privacy & Data Security. Additionally, for the eleventh consecutive year, Benesch received a **national first-tier ranking in Transportation Law** by U.S. News-Best Lawyers® "Best Law Firms." Benesch also ranked in the first tier, nationally, in Health Care Law, Construction Litigation, and Commercial Litigation. The firm was **named a Recommended Firm by Benchmark Litigation for the eighth consecutive year**, and IAM Patent 1000 ranked Benesch as a Recommended Firm for trade secret litigation.

Our exceptional culture is also recognized. We were honored to be named to **Newsweek's list of Top 100 Most Loved Workplaces® in America**, just one of two law firms to be included. In addition, our Chicago office was named a Chicago Tribune Top

Workplace for the third year in a row, based on the firm's workplace culture, values, employee development, and leadership. The Cleveland Plain Dealer also named us a Top Workplace in Northeast Ohio for the eleventh time.

We value these accolades because they confirm what we know to be true about the caliber of our people and the uniqueness of the Benesch family. But beyond even what the analysts and reviewers say, we value what our clients say.

To ensure we are meeting client needs and upholding the firm's values, we conduct many detailed client assessment interviews. A common theme expressed is that we go beyond being strictly lawyers by thinking ahead and delivering information and work product with a business sense and offering value-adds, such as custom training. These qualities are Benesch hallmarks, and we take pride in delivering them and constantly working to strengthen and deepen our client relationships. We will continue to seek the voice of the client by reaching out for feedback.

To make sure Benesch reflects the diversity of our clients and communities—and because it is the right thing to do—the firm continues its ongoing commitment to Diversity, Equity & Inclusion in firm leadership and at every level. We achieved Mansfield Certification for the second year in a row, following 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.

Since January 2021, 50% of the firm's lateral hires have been women and/or diverse attorneys, and 75% of Benesch's current Partners-in-Charge are from underrepresented groups. Additionally, 85% of the firm's most recent class of first-year associates are from underrepresented groups.

We are equally committed to supporting our communities, giving our professional and personal skills, time, and resources to assist our neighbors and improve the places where we live and work. Benesch joined the Paladin pro bono network in 2023, providing our attorneys easy access to pro bono opportunities. We are the first firm co-designing a pro bono-focused attorney development program with Paladin's team, which will build our attorneys' skills while helping others.

Pro bono participation increased significantly across the firm in the past year. We partnered with clients on pro bono clinics and service days. We also expanded our pro bono partnerships to new organizations, such as Equality Ohio, Chicago Lawyers Committee for Civil Rights, Lawyers for Good Government, Legal Momentum, and Cabrini Green Legal Aid.

We have an ongoing commitment to our Medical-Legal Partnership with University Hospitals and the Legal Aid Society of Cleveland, which has benefited more than 2,500 people since its inception. For this work, Benesch was awarded the 2023 Innovator of the Year Award from the Association of Fundraising Professionals Greater Cleveland Chapter.

Benesch is an innovative firm—grounded in our 85-year history but not afraid to make bold decisions, set big goals, and confidently pursue them. **Our numbers are growing, but no one here is just a number.** Our clients and their trust in us is never taken for granted. We are here to serve your needs and those of our people and the broader communities we are part of. That was true in 1938 and it's true in 2024.

Thank you for being part of Benesch. We look forward to doing great things together in the year ahead.



Gregg A. Eisenberg
Managing Partner