



**A letter from our Managing Partner,
Gregg A. Eisenberg**

*Benesch is on a trajectory
of swift, strategic growth
as 2020 gets underway.*

2019 Benesch Year In Review

The new year will bring additional expansion of Benesch's core practices (Litigation, Corporate & Securities, Real Estate, Health Care, Innovations, Information Technology & Intellectual Property, and Labor & Employment) and our specialized industry niches. We believe the upside of careful growth flows to both you, the clients we serve, and to our Benesch family, our attorneys and staff.

But to understand where we're headed, it's helpful to look at the momentum that powered Benesch in 2019.

Over the course of 12 months we added over 50 lawyers and 50 support staff.

Our young Chicago office surged, as Benesch's presence in the city drew talented lateral hires from some of the largest firms across the Midwest. The office opened in 2016 with just two attorneys and now has over 60 lawyers, paralegals, and support staff.

The Benesch Chicago team moved into a redesigned office space at 71 S. Wacker Drive in July. The 64,000-square-foot suite is part of our pledge to assemble a top-flight group of attorneys in Chicago and provide them with the resources to serve clients at the highest possible level.

Our national expansion extended in 2019 to the West Coast with a new office in San Francisco led by veteran litigation attorneys attracted from the largest national firms. An office in California was the next logical step for Benesch since many of our clients are headquartered in the state or have large operations there.

Our San Francisco team is initially focused on litigation matters, but we expect the office to add labor and employment, intellectual property, and other areas of concentration in the coming months.

Firmwide, our core practice groups advanced across the board in 2019.

Litigation saw dramatic growth in all respects—number of attorneys, significant matters handled, and addition of major new clients. Our litigators scored a number of marquee victories in cases of great importance to our clients' businesses across the country.

Benesch's Real Estate & Environmental Practice had a fast-paced year as well, representing buyers, sellers, developers, lenders, and others across all classes of real estate. In Health Care, our attorneys handled a host of private equity deals and regulatory issues, and supported our clients in information technology. Mergers and acquisitions were abundant, with our Corporate & Securities Practice completing over a hundred transactions, over half of which were with our Private Equity clients. Data security and privacy issues handled by our IP Practice, both domestically and abroad were characterized by increasing

complexity. And our Labor & Employment Practice continued their national practice helping clients navigate their workforces.

We've become a truly national firm as our footprint grows. Fifty percent of our clients today are located outside of states where we have offices.

No matter where we work, we bring a tight focus to helping you resolve complex legal and business challenges. We're intent on delivering excellent and responsive legal advice. As we do in our hallways, we insist on honesty, trust, integrity, and ethical behavior.

We emphasize frequent visits to client headquarters and other relevant locations to get a nuanced understanding of your business and strategy; attendance at client board and committee meetings and management strategy sessions; and hosting of educational workshops and in-house seminars on key issues.

We hired Timothy Flanagan in 2019 as the firm's Chief Financial Officer. An accomplished senior finance executive and CPA, he arrived with two decades' experience leading and advising large global companies, most recently as CFO with iron ore producer Cleveland-Cliffs.

As Benesch expands, we're paying close attention to making our firm more diverse and inclusive. We believe a richer array of decision-making and problem-solving brings a more innovative and fruitful perspective to our clients and their legal needs.

We're committed to not only recruiting diverse attorneys and staff to Benesch, but also to giving them tools to be successful once they're here—in short, making sure there is inclusion.

Retention is key as well. It's already high at Benesch—we have one of the strongest retention rates in the nation. One way we're making sure it stays that way is by being family-flexible. **We rolled out a revised parental leave policy in 2019 that is one of the most significant in the law firm world.**

It's vital that we build a strong bench for future service to our clients. By our very nature, we're in a position to achieve that goal. Our demographics are some of the best in the industry. We're here for the long haul.

Benesch partners in May reelected me as managing partner for a third four-year term, which begins in 2021. The election was proactive, two years in advance of when the term begins. I'm humbled and honored by my colleagues' support.

With 2019 in the rearview mirror, we're intent on the road ahead. A strategic plan mapped out over the course of the last 12 months contains a broad framework for where we want to be three to five years from now.

First and foremost, our goal is to extend and deepen our relationships with you, our clients. In these challenging, sometimes turbulent times, we want to be an unerring source of stability and insight that you can count on to help advise and guide your business.

We'll keep investing in our practices, adding to our strong suits, and cultivating areas of emerging potential. We're serious about actively integrating lateral hires into our culture and business because we know that collaboration among our lawyers is the surest way to meet your needs. We'll keep diversity front of mind and practice. And we'll continue to develop our next generation of partners, associates, and leaders.

We have over 260 attorneys across our seven offices today. We foresee a lawyer headcount of 300 to 350 in the next several years in order to achieve our strategic objectives for you.

Morale today at Benesch is high. Our lawyers and staff feel positive about the firm. There's buzz about our growth. People feel part of something special.

Since breaking into the AmLaw 200 in 2016, Benesch has advanced 19 places and is currently ranked at 176. Two dozen Benesch attorneys and nine practices were ranked in *Chambers USA 2019*. Benesch once again was named Law Firm of the Year in Transportation Law for 2020 by Best Law Firms®/US News & World Report.

We've also made meaningful contributions to the communities where we live and work. Benesch attorneys will provide hundreds of hours of pro bono legal work to charities and not-for-profits in 2020.

We're grateful to be in a healthy position as the new decade starts to unfold. Like many of the industries we advise, the legal industry can be challenging. To some extent we've defied the logic. Benesch today is the product of sustained, committed effort by our attorneys, our paralegals, our support staff.

But we're also the product of you—the trust you place in us to be your legal advocates. We'll always do our utmost to ensure that trust is upheld.

Thank you, and here's to a robust, wonderful 2020.



Gregg A. Eisenberg
Managing Partner