

Foley Hoag LLP

2012 TOP 100 LAW FIRM HIGHLIGHTS



#5 BEST TO WORK FOR

PRESTIGE

#100 Overall

REGIONAL

#7 Boston

QUALITY OF LIFE

#2 Hours

#4 Satisfaction

#10 Associate/Partner Relations

#11 Pro Bono

#12 Green

#13 Firm Culture

#20 Informal Training

DIVERSITY

#8 Diversity - GLBT

#8 Diversity - Women

#9 Overall - Diversity

#20 Diversity - Minorities

THE SCOOP

Hailing from the land of red socks and chowder, Foley Hoag has stayed close to its Boston roots. With only four locations—two in Massachusetts, one in DC and one in Paris—the firm is smaller than many other BigLaw counterparts. But Foley Hoag has made a name for itself with its strong practice and progressive history.

Valuing Diversity

Foley Hoag began during the Second World War, when Henry Foley and Garrett Hoag set up shop in Boston 1943. As the firm progressed, so did its commitment to diversity. In 1979, the late Charles J. Beard II was named partner at Foley Hoag, becoming the first African-American to be named partner in a Boston law firm (Beard specialized in cable television regulation and business law for the firm). Just one year later, The Foley Hoag Foundation launched; it was the first—and remains the only—foundation established to focus exclusively on the improvement of race relations in Boston. Since its inception, the Foundation has awarded hundreds of grants totaling more than \$1.6 million.

Foley Hoag has also counted several barrier-breaking women among its partnership. Judge Sandra Lynch became the first female chief judge of the U.S. Circuit Court of Appeals for the First Circuit. She was also the first woman to chair Foley's litigation department and helped defend W.R. Grace & Co. in its 1980s toxic tort suit (a case better known as the subject of A Civil Action). Another Foley alumna worth noting is former partner Gloria Cordes Larson. Bentley College in Waltham, Mass., inaugurated Larson as its seventh president in July 2007—the college's first female president. At Foley, Larson co-chaired the government strategies group; she also led Governor Deval Patrick's business advisory cabinet and transition team during her tenure at the firm.

Pro Bono Presence

Foley Hoag's pro bono program has been a centerpiece of the firm since its representation of the plaintiffs in the 1970s lawsuit that brought desegregation to the Boston public schools. On average, pro bono projects total approximately 5 percent of the firm's total work, and firm attorneys regularly average over 100 hours of pro bono annually, all of which count toward that all-important billable hour requirement. Foley Hoag's pro bono projects cover a wide range of topics, including immigration, civil rights, and fair housing.

FIRM INFO

CONTACT INFO

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US LOCATIONS

Boston, MA (HQ)
Waltham, MA
Washington, DC

WORLD WIDE LOCATIONS

Paris, France

DEPARTMENTS & PRACTICES

Bankruptcy & Restructuring • Business Crimes & Government Investigations • Corporate Finance & Securities • Corporate Social Responsibility • Energy, Technology & Renewables • Environmental Compliance Litigation • General Business Counseling • Government Strategies • Insurance Recovery • International Litigation & Arbitration • Investment Management • Labor & Employment • Licensing & Strategic Alliances • Life Sciences & Health Care • Mergers & Acquisitions • Patent Litigation • Patent Prosecution • Professional Liability Litigation • Real Estate / Land Use & Development • Securities Litigation • Tax • Technology • Trademark, Copyright & Unfair Competition



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THE SCOOP (Continued)

While the firm is committed to pro bono, its core practices obviously drive the firm. Among its robust practice areas are litigation, antitrust, intellectual property, corporate and bankruptcy. The firm is also known for its Emerging Enterprise Center, which opened in 2006 to support the entrepreneurial and venture capital community with legal and business consulting services.

GETTING HIRED

Vault's Verdict: Written and oral communication skills are at the top of the checklist for Foley Hoag interviewers. After that, the firm looks for intellectual curiosity, prior work experience, and the normal good grades/good school/good personality trifecta.

- “Only one of the candidates I interviewed last year and recommended for an offer actually got one—it seems to take interesting pre-law school work experience working in a client-driven industry, a great school, great grades, and a real desire to work here.”
- “Foley Hoag seems to make thoughtful hiring decisions and to be interested in mature, smart associates. If you treated law school like another 3 years of undergrad, or if you aren't the type of person who a partner or senior associate would want to work closely with from day one, this firm likely isn't for you.”
- “Academic record and writing ability are important; writing samples are vetted closely. We're looking for candidates who are smart, articulate, engaged, motivated and personable.”

ASSOCIATE LIFE

Vault's Verdict: Foley Hoag associates rave about the supportive, family-friendly firm culture and the extensive mentoring and formal training. They admit they would prefer to work fewer hours for more money, but who wouldn't?

Satisfaction

- “Foley Hoag is a great place to work. Office doors are always open and junior associates have access to even the most senior partners, schedules permitting. Periodic executive committee/associate meetings and practice-group-specific meetings keep associates up to date as to what's going on at the firm management level and as to the firm's recent and projected financial performance. In addition to the positive work environment, the legal work itself is challenging and is expected to be of quality in accordance with the firm's reputation in the business and legal community.”
- “I like my job. That's not to say that every day is fantastic. The firm actually listened to my preference of practice area, tied me up with mentors who are experts in this area and who really seem to care how my career is progressing and my thoughts on the market and on strategies involving our clients. My peers are pleasant people, friendly, genuine with families. Plenty of client interaction and responsibility early on is a huge plus.”
- “Very satisfied with the job and the people I work with. Like any other firm, it is a demanding work environment.”

Firm Culture

- “The firm's culture is its greatest strength. The partners are almost uniformly supportive on a personal level and generally considerate. Criticism is almost always delivered in a constructive fashion, and positive feedback is routinely provided as well. The firm has no ‘face time’ expectation that I can discern; rather, the emphasis is always on getting highest quality work done in a timely fashion. This emphasis dramatically enhances quality of life in a demanding, time-intensive profession.”

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- “The most important aspect of Foley’s culture is professional: attorneys work together to provide high quality solutions for clients. This ‘we’re all in it together’ approach makes it a fun place to work, and also increases the speed at which associates learn.”
- “There are no ‘yellers’ at Foley Hoag. They wouldn’t fit in. Attorneys here work hard and expect excellence but the environment is characterized by mutual respect amongst partners, associates and staff. Most attorneys at the firm are married with children and tend to spend most of their time away from work with their families; socializing amongst lawyers is not uncommon but this is by no means a ‘play hard’ environment.”

Associate/Partner Relations

- “For the most part partners are very professional and respectful of associates. We are treated with respect and seen as investments to be nurtured rather than used. Mentors are often picked carefully with an eye for how they will work with brand new lawyers and how much time they will spend mentoring.”
- “I have not had a single interaction with a partner in eight years that I felt was inappropriate. The partners are to a person (in my experience) always professional and treat associates with respect. In some cases, partners have provided me with invaluable advice and support in managing life outside of work as well.”
- “People are individuals. Some partners are really supportive, kind and have a great sense of humor. Others are less so. There are no screamers at the firm (partners who feel free to scream at associates).”
- “Executive Committee is extremely open, frank and transparent, holding quarterly meetings for all associates. All individual partners I have interacted with have been extremely respectful.”

Office Space

- “Excellent, clean, efficient new building. Low on clutter, high on light and aesthetics. Beautiful conference rooms, bright spacious offices and excellent furniture.” [Boston]
- “The Seaport is a little inconvenient, but it is becoming more and more developed every day and the Silver Line is right across the street. There are lots more restaurant choices than previously. The office space is worth it though - new, spacious, great light, classy (not overly modern) decor and great views of the harbor.”

HOURS/MONEY

Schedule

- “I’ve worked between 1,750 and 2,380 hours in my five years, but have generally been at or above 2,000 hours. Foley has an honest minimum requirement of 1,850, and attorneys can progress working that level. I’ve worked more than that because I’ve wanted to.”
- “Work hours vary but I have been working more than I would like during the last year. In some ways this is a good sign about the health of the firm and our practice.”
- “While there is always room for dissatisfaction over the hours, the fact is that the stated expectations at Foley Hoag are both manageable and real.”
- “As all lawyers - the hours can be completely unpredictable. Either very relaxed or completely crazy. The one positive is that face-time is not a priority. The real focus is on getting your work done.”

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Compensation

- “The firm is generous with bonuses even if a tremendous amount of your hours are based on pro bono work.”
- “Not a ‘bonus culture’ firm. Bonuses don’t go to every associate, and bonuses given are relatively small. But the associates appreciate this and the trade-off of more respect for non-work life. Base compensation is market competitive.”
- “The compensation is commensurate with other law firms in the area. Billable hours are toward the low end of the range required by firms in the area, but bonuses and financial incentives are probably a bit below the upper tier, too.”

Professional Development

- “Extensive new associate training, up to three weeks. Very important ‘boot camp.’ Many informal training opportunities and a mentoring program, as well as an apprenticeship program, exist.”
- “They have a solid training program; the partners put a lot of time into it. My own experience with the mentoring program has been outstanding (because my mentor is outstanding). Business associates are assigned mentors in their first year, and in subsequent years they are permitted to select their own.”
- “The firm has some good planned training programs, such as its Core 24 program, a two-year cycling run through 24 topics important to business lawyers. However, attorneys are always willing and open to discussing issues with other attorneys, so the most valuable training occurs daily in one-on-one conversations when you need help.”

Diversity

- “Foley makes diversity a priority. Women and GLBT individuals are very well represented. Less so with respect to minorities.”
- “There is a part-time option that a handful of mothers choose. I am told it is harder to go part-time as a corporate associate; most part-time attorneys appear to be litigators. The firm recently promoted two female part-time attorneys (litigators) to partner. The firm is very open toward GLBT individuals.”
- “The firm makes a concerted effort with respect to diversity in hiring. We have a strong women associates group. Also significant efforts in the community to support law students and interns of color.”

OVERALL BUSINESS OUTLOOK

Overall Business Outlook

- “Management is upbeat, and 2010 bonuses reflected optimism.”
- “The firm has made some key lateral hires in the past months that signal a commitment to growth in the coming months.”
- “The firm seems to be well-positioned to succeed. Work is coming in quickly, people are generally busy and things are getting back to the pre-2007 normal.”