

2024

Year In Review



A letter from Managing Partner Gregg A. Eisenberg

I'm pleased to report 2024 was another remarkable year for Benesch. We grew in every meaningful way. We supported more clients, in more areas of their businesses, and we expanded our bench of extremely talented attorneys and professionals. We continue to invest in developing our people, and we continue to foster a culture that enables all of us to thrive—just as a family should.

We have once again attracted top-tier talent, growing our Benesch family by 84 attorneys—many from Big Law firms—and 72 professional staff in 2024. This

growth has enhanced each of our core practices and each of our offices. We remain one of the fastest-growing firms in Chicago; our New York office has grown to more than 45 attorneys in just 18 months; our Columbus office has nearly doubled in the last two years; and our San Francisco office has expanded significantly.

Our approach to growth is different from many law firms. **We have chosen to grow organically, rather than through mergers, and to let our clients' needs drive where and how fast we grow.** So, as our clients grow in size and geography, and their needs become more diverse and sophisticated, we have the bench strength to suit.

Building that bench means much more at Benesch than simply filling a position in a particular practice area. Cultural fit is paramount.

We purposefully seek people who practice at a very high level and share our ethical values and approach to client service. People who believe in acting not only as lawyers

but also as value-added advisors and advocates. Helping our clients and their businesses become more successful is our focus.

It's an approach that has yielded tremendous results for our clients and our firm. A significant number of **the nation's largest companies trust Benesch to help them navigate their most complex challenges, their day-to-day operating needs, and everything in between.** We continued to litigate some of the most important commercial and intellectual property matters in the country in 2024 and closed over 400 strategic and private equity deals worth billions of dollars in transactional enterprise value. We have worked in a variety of industries in our dealmaking, from healthcare and technology to consumer products and manufacturing. Our real estate work also includes billions in transactions and involves some of the largest REITs in the country across the spectrum of assets.

Additionally, our Commercial Finance group grew in both number and size of clients as they assisted with many banking, corporate, and private equity financing deals. Our Labor & Employment practice continues to support and represent our clients in all of their employment needs, handling matters in almost every state.

And as our Executive Compensation & Employee Benefits group has grown nationally, they have been busy with a number of private equity and corporate organizations to handle substantial executive comp and benefits needs.

Our existing client relationships keep growing in depth and breadth as we are increasingly called upon to handle a higher volume of matters and more intricate, high-stakes matters. At the same time, we continue to attract new clients as our reputation and brand advance and grow throughout the country. Industry analysts and professional reviewers take notice. **Our firm, practices, and people routinely earn significant honors and rankings.**

For example, **40 Benesch attorneys and 15 practice areas ranked in *Chambers USA 2024***, including nationwide rankings in Healthcare, Transportation, and Cannabis Law. **Benchmark Litigation named Benesch a Recommended Firm for the 10th consecutive year.** BTI Litigation Outlook 2024 ranked Benesch in the top 10% of all firms in Commercial Litigation and Complex Commercial Litigation, and in the top 17% of all firms in Class Action Litigation.

In November, we were recognized in 16 national and 58 metropolitan categories in the 2025 Best Lawyers® “Best Law Firms” rankings, including being named **Law Firm of the Year in Transportation Law for the seventh time.** Individually, 72 Benesch attorneys have been selected for inclusion in Best Lawyers®, and 60 have been named in Best Lawyers® “Ones to Watch” 2025. Additionally, **seven of our attorneys earned the prestigious “Lawyer of the Year” designation.** This award is particularly impressive, as only one lawyer in each practice area and geographic region

receives this honor each year.

These accolades speak to the firm’s outstanding legal capabilities—“what we do.” We were also proud to be honored for “who we are” as an organization.

In October, Benesch was again named to **Newsweek’s list of Most Loved Workplaces in America**, ranking No. 58 among 200 U.S. companies after debuting at No. 96 last year. We also celebrated eight additional awards from the Best Practice Institute, which named Benesch a **Top Most Loved Workplace** for: LBGTQ+; Parents and Caregivers; Veterans; Volunteering; Wellness; Women; Young Professionals; and Career Advancement.

These accolades are a testament to the supportive and vibrant community we’ve built together at Benesch. And they undoubtedly enable us to attract and retain top-level talent. Our 2024 class of 39 summer associates was our largest yet, and the firm was recognized on **Vault’s list of the “Top 10 Firms With the Best Summer Associate Programs.”**

In the same vein of cultivating the next generation, we implemented a tiered associate progression model in 2024 and enhanced development to support our associates’ growth. **We are very focused on building a legacy here at the firm and investing in its future.** Our Associate Development Committee meets with members of our management team regularly to discuss the issues important to our associates and how we can help them succeed and, in turn, secure the firm’s success in years to come. Benesch advanced to **No. 33 nationally in the ALM 2024 Midlevel Associates Survey**, climbing 22 positions from last year’s rankings. This significant jump reflects our ongoing commitment to fostering a supportive and fulfilling environment for our associates.

Retention of talent is something we take pride in and count as vital to our ongoing success.

It’s one thing to grow rapidly, but it is just as important to retain our Benesch team. When people come here, we want them to thrive, love the firm, blend into and enhance our culture, and retire here. We believe in making that long-term investment and are very intentional about integration and making people feel like part of our family very quickly. **Our industry-leading retention rates tell us we’re doing it right.**

Our commitment to diversity, equity, and inclusion is unyielding. We again received **Mansfield Certification** in 2024, certifying that we will consider at least 30% historically underrepresented lawyers—including women lawyers, lawyers from diverse racial and ethnic groups, LBGTQ+ lawyers, and lawyers with disabilities—for leadership roles. The certification also requires a commitment to enhance transparency related to leadership roles, advancement processes, and compensation policies.

In addition to diversifying our leadership pipeline, we have continued to uphold our commitments to DEI across Benesch. Since January 2021, 54% of the firm’s lateral hires have been women and/or diverse attorneys, and 75% of our current partners-in-charge are from underrepresented groups. Additionally, 80% of the firm’s most recent class of first-year associates and 79% of our 2024 summer associates are from underrepresented groups.

An especially welcome addition to our family in 2024 was Chief Information Officer Matt Tader. Matt brings an impressive background in technology and business leadership and will be working to bring new technologies to our business and clients.

Artificial intelligence and other platforms have changed our business, and Matt's guidance will help us make the most of the opportunities they present to serve clients more efficiently and effectively.

To help our clients navigate the AI revolution in their own businesses, we expanded the Benesch AI Commission.

Through a multidisciplinary approach, with specific attorneys as designated point persons for key practice areas, we are guiding our clients in deploying AI safely and legally throughout their operations.

We know that we are most valuable to our clients when we help them stay current and connected to broader developments, like AI and other disruptors, and bring not only depth of legal knowledge but also a wide breadth of business and industry knowledge and experience. **We take our role seriously and regularly reach out to our clients to ensure we are providing the level of service they expect and deserve.**

In the spring of 2024, the firm launched quarterly feedback surveys sent to our top clients to gain insights about their needs and preferences. We received more than 250 feedback responses—invaluable data points as we continuously monitor and improve our client relationships.

We believe these relationships thrive through personal contact.

More than 1,700 clients and contacts joined us at various events throughout the year, ranging from intimate receptions to large-scale conferences. In June, we were excited to host hundreds of clients, friends, and leaders from business, politics, and the community at an open house for our new Cleveland office. One of the firm's largest investments has been our phenomenal headquarters in Key Tower, which we appreciate every day.

Giving back to our communities is a hallmark of Benesch culture.

Since our firm's matching gift program started in 2020, the firm has donated significant dollars to approved 501(c)(3) organizations that promote human rights, equality, and racial justice. In addition, more than 200 Benesch attorneys have contributed 13,000+ hours to 150+ pro bono matters in the past two years alone.

Our Associate Development Committee was very active in community service events ranging from building playgrounds with Habitat for Humanity to making hundreds of lunches at Chi-Care events in Chicago to park beautification efforts in San Francisco to creating care packages for children's hospital patients and shelter pets in New York.

We continued to support our relationship with UH Cleveland Medical Center and The Legal Aid Society of Cleveland in connection with our Medical-Legal Partnership. In 2024, the firm was recognized by the prestigious Samuel Mather Society for its exceptional contributions to UH.

It would be impossible to operate Benesch at all, let alone achieve the growth we have, without our outstanding C-suite and incredible staff. Much of our work happens behind the scenes, but the expertise and support of these professionals make Benesch successful.

As we look ahead in 2025, we have optimism and very high expectations for ourselves. The past year was challenging for many of our clients due to the uneasy interest rate environment coupled with inflation, rising costs for employment, goods, energy, and infrastructure, and a range of global risks (climate, geopolitical, cyber, and more). We anticipate more stability in the year ahead, with strong growth potential. Benesch is in an excellent position to capitalize on those opportunities with our clients and help our clients continue to grow and thrive.

That is the essence of Benesch and has been throughout our long history. **We are bigger than we've ever been but the same firm in all the ways that matter.** I am so proud to lead this firm that has been my home for almost 30 years, and am humbled and honored by my partners' continued trust in me. We share an understanding of what we're trying to accomplish here and a focused mission on client service and doing more for our clients. We will carry that forward in 2025 with great appreciation and gratitude for all of our clients and team members who are moving forward with us.



Gregg A. Eisenberg
Managing Partner