



LEGAL STAFFING SOLUTIONS



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I. PRACTICE AREAS IN THE BOSTON MARKET

ANTITRUST

Size of practice in the market: *Small*

Current hiring demand for practice: *Low*

Overview of the practice in the market: Antitrust attorneys in this market most often advise clients on competition rules and regulations. To a lesser extent, they provide advice to clients working with the firm's corporate M&A attorneys. Most antitrust work in the market is ad hoc, but can include projects that are very large and go on for a long time. More likely to be found in DC or NY than Boston.

Firms to consider for this practice:

- Morgan Lewis
- Nixon Peabody
- Nutter, McClennen & Fish
- Ropes & Gray
- WilmerHale

BANKRUPTCY/RESTRUCTURING

Size of practice in the market: *Small*

Current hiring demand for practice: *Low*

Overview of the practice in the market: Attorneys in this practice area assist creditors and debtors to finance, purchase or sell assets in distress and, if a negotiated solution cannot be reached, participate in litigation matters in bankruptcy court in Chapter 11 bankruptcy reorganizations, Chapter 7 bankruptcy liquidations, and Chapter 13 bankruptcy proceedings. Most Boston firms have a small presence, but the nature of the client base here does not lend itself to clients with assets other than intellectual property, so bankruptcy and restructuring work is not as prevalent as it is in markets with clients that tend to have more industrial production or hard assets.

Firms to consider for this practice:

- Brown Rudnick
- Choate
- Goodwin
- Goulston & Storrs
- Holland & Knight
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nixon Peabody
- Proskauer
- Ropes & Gray
- Sullivan & Worcester

CORPORATE (*Venture Capital Fund Formation/ Hedge Funds*)

Size of practice in the market: *Medium*

Current hiring demand for practice: *High*

Overview of the practice in the market: Corporate attorneys in this market most often advise clients in the formation and maintenance of venture capital funds and hedge funds. The market for experienced associates is always high in Boston in these areas.

Firms to consider for this practice:

- Choate
- Cooley
- Foley Hoag
- Goodwin
- Gunderson Dettmer Stough Villeneuve Franklin & Hachigian
- Holland & Knight
- Kirkland & Ellis
- K&L Gates
- Proskauer
- Ropes & Gray
- Sidley

CORPORATE (*Finance, Banking, Structured Finance*)

Size of practice in the market: *Medium*

Current hiring demand for practice: *High*

Overview of the practice in the market: Corporate attorneys in this practice are part of any number of deal teams but specifically advise financial institutions, institutional investors, borrowers and issuers in full range of financings, including senior syndicated, second lien, mezzanine/subordinated, club and single-lender facilities, and debtor-in-possession transactions.

Firms to consider for this practice:

- Brown Rudnick
- Choate
- Dechert
- DLA Piper
- Goodwin
- Goulston & Storrs
- Kirkland & Ellis
- Locke Lord
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nixon Peabody
- Proskauer
- Ropes & Gray
- Sidley
- WilmerHale

CORPORATE (*Public Finance*)

Size of practice in the market: *Small*

Current hiring demand for practice: *Low*

Overview of the practice in the market: Public finance associates are usually a specialized group of finance associates that assist with the financial activities of government or public sector organizations. Public finance laws govern the funding and administration of specific governmental activities including the sale and purchase of various types of bonds.

Firms to consider for this practice:

- Brown Rudnick
- Locke Lord
- Goodwin
- Goulston & Storrs
- Holland & Knight
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nelson Mullins
- Nixon Peabody
- Ropes & Gray

CORPORATE (*Investment Management/Mutual Funds*)

Size of practice in the market: *Medium*

Current hiring demand for practice: *Medium*

Overview of the practice in the market: Corporate attorneys in this market most often advise clients in the formation and maintenance of mutual funds and larger focused hedge funds. The market for experienced associates is always high in Boston in these areas, but only at a handful of firms that specialize in it.

Firms to consider for this practice:

- Foley Hoag
- Foley & Lardner
- Goodwin
- Dechert
- K&L Gates
- Proskauer
- Ropes & Gray
- WilmerHale

CORPORATE (*General, Capital Markets, Securities, Private Equity, Venture Capital Investment, Mergers & Acquisitions*)

Size of practice in the market: *Large*

Current hiring demand for practice: *High*

Overview of the practice in the market: Corporate attorneys can be organized by firms in a number of ways. In **Capital Markets** transactions, associates assist in equity and debt capital markets transactions representing US companies, foreign issuers, investment banks and investors in registered public offerings and exempt transactions, including IPOs, follow-on offerings, registered direct offerings, PIPEs and 144A offerings. With **Securities** work, associates assist public company clients on SEC compliance and reporting, and on any transactions for public clients. **Private Equity** work is for firms organized with a specific deal focus and for specific transactions including LBOs, growth equity investments and recapitalizations, carve-outs, sales and divestitures, and all aspects of fund formation and capital raises in forming private equity funds. **Venture Capital** work (aside from venture capital fund formation mentioned previously) is similar to private equity work, but the venture clients tend to invest in companies with a longer term focus – especially locally with the technology and life science industries. **Mergers & Acquisitions** teams work on any of the above transactions depending on how the firm in question structures the group. Some firms include all of these practice areas under the **General Corporate** umbrella. No matter how a firm structures its corporate department, all of these practices are booming and students should express an interest in corporate in order to maximize their chances of receiving an offer.

Firms to consider for this practice:

- Brown Rudnick
- Choate
- Cooley
- DLA Piper
- Foley Hoag
- Foley & Lardner
- Goodwin
- Goulston & Storrs
- Gunderson Dettmer Stough Villeneuve Franklin & Hachigian
- Kirkland & Ellis
- K&L Gates
- Latham & Watkins
- Locke Lord
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nixon Peabody
- Nutter McClennen & Fish

- **CORPORATE** (*General, Capital Markets, Securities, Private Equity, Venture Capital Investment, Mergers & Acquisitions*) - **CONTINUED**
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Additional firms to consider for this practice:

- Pepper Hamilton
- Ropes & Gray
- Sidley
- Skadden
- Sullivan & Worcester
- Weil Gotshal & Manges
- WilmerHale
- Wilson Sonsini Goodrich & Rosati

EMPLOYEE BENEFITS & EXECUTIVE COMPENSATION

Size of practice in the market: *Small*

Current hiring demand for practice: *Low*

Overview of the practice in the market: Executive Compensation and Employee Benefits associates are often part of the Labor & Employment or Tax Groups and provide advice and representation to sponsors and fiduciaries of employee benefit plans and executive compensation arrangements. Most Boston firms have one or two associates in this practice.

Firms to consider for this practice:

- Choate
- Foley Hoag
- Goodwin
- Goulston & Storrs
- Holland & Knight
- K&L Gates
- Kirkland & Ellis
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nixon Peabody
- Proskauer
- Ropes & Gray
- Sullivan & Worcester
- WilmerHale

ENVIRONMENTAL (*Land Use, Compliance, Regulatory, and Energy*)

Size of practice in the market: *Small*

Current hiring demand for practice: *Low*

Overview of the practice in the market: Associates provide a broad range of legal services in regulatory permitting, compliance, enforcement, and litigation matters at the federal, state and local levels, including: hazardous waste management and litigation; state and federal superfund matters, including third-party cost recovery and insurance coverage; toxic tort claims; site remediation and brownfields redevelopment; indoor air quality issues; asbestos remediation; solid waste regulation; water pollution control; wetlands and waterways regulations; air pollution control; and zoning and land-use control. Most firms have a small practice group in environmental matters that supports the real estate group or litigation group, but the demand for incoming associates is generally low.

Firms to consider for this practice:

- Foley Hoag
- Goodwin
- Goulston & Storrs
- Greenberg Traurig
- McDermott Will & Emery
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Nixon Peabody
- Nutter, McClennen & Fish
- WilmerHale

HEALTH CARE

Size of practice in the market: *Small/Medium*

Current hiring demand for practice: *Low*

Overview of the practice in the market: Associates provide a broad range of legal services in for health care related industry clients. Matters can include transactions, finance and restructurings; compliance and fraud/abuse; Medicare/Medicaid reimbursement; litigation; privacy and security; regulatory and strategic counseling; and product registration and compliance. Smaller practice area in Boston with most firms using their DC offices to service client needs. **Note:** Boston firms counsel many life science focused clients. Much of that work could fall under the umbrella of Health Care, but that work tends to be categorized under the Corporate umbrella because aside from FDA drug testing/approval regulation, most life science clients are essentially Corporate department clients until they have a drug approved and begin selling it to the public. With an approved product, assisting clients in complying with the myriad of regulations for marketing and selling the product tend to fall back on the Health Care group at most firms.

Firms to consider for this practice:

- Choate
- Foley Hoag (FDA/Life Science)
- Foley & Lardner
- Goodwin
- Goulston & Storrs
- Holland & Knight
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Nixon Peabody
- Jones Day
- McDermott Will & Emery
- Ropes & Gray
- WilmerHale (FDA/Life Science)

INTELLECTUAL PROPERTY (*Patent Prosecution*)

Size of practice in the market: *Large*

Current hiring demand for practice: *High*

Overview of the practice in the market: Associates here formulate strategies to identify, establish, protect, preserve, and enforce patent rights; prepare and prosecute U.S. and foreign patent applications; issue freedom to operate opinions pertinent to specific products, devices or inventions; exploit patents through licensing, cooperative research and development, or other arrangements; enforce patents against infringers and defending against assertions of infringement; identify and manage the tax consequences of patent activities. These positions generally require an advanced degree in some area of science. The market for experienced and entry-level patent associates is always high in Boston.

Firms to consider for this practice:

- Choate
- Cooley
- Finnegan Henderson Farabow Garrett & Dunner
- Fish & Richardson
- Foley Hoag
- Foley & Lardner
- Goodwin
- Holland & Knight
- Jones Day
- K&L Gates
- Locke Lord
- McCarter & English
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nixon Peabody
- Nutter McClennen & Fish
- Nelson Mullins
- Pepper Hamilton
- Proskauer
- Sunstein Kann Murphy & Timbers
- WilmerHale
- Wilson Sonsini Goodrich & Rosati
- Wolf Greenfield
- Womble Bond Dickinson

INTELLECTUAL PROPERTY (*Transactional, Licensing, Technology Transfer*)

Size of practice in the market: *Large*

Current hiring demand for practice: *High*

Overview of the practice in the market: Corporate/IP attorneys in this market most often advise clients in the procurement, protection, licensing and transfer of intellectual property assets. The market for experienced associates is always high in Boston in these areas. Some positions require an advanced degree, but these are not patent prosecution positions, so generally an undergraduate degree or even just an interest in technology or life sciences is sufficient.

Firms to consider for this practice:

- Brown Rudnick
- Choate
- Cooley
- Fish & Richardson
- Foley Hoag
- Goodwin
- Gunderson Dettmer Stough Villeneuve Franklin & Hachigian
- Holland & Knight
- K&L Gates
- Latham & Watkins
- Lock Lord
- Nixon Peabody
- Nutter, McClennen & Fish
- Nelson Mullins
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Ropes & Gray
- Sunstein Kann Murphy & Timbers
- WilmerHale
- Wolf Greenfield

LABOR & EMPLOYMENT

Size of practice in the market: *Small*

Current hiring demand for practice: *Low*

Overview of the practice in the market: Associates here represent both private and public sector labor clients with traditional labor law issues including: union avoidance; union organizing; collective bargaining; and labor/management relations. Associates will also consult clients on employment related issues including: personnel policies and practices; employment related agreements; wage and hour compliance; affirmative action plans; occupational safety and health; mergers, acquisitions, restructurings; and when necessary -- employment litigation.

Firms to consider for this practice:

- Choate
- Foley Hoag
- Goodwin
- Goulston & Storrs
- Holland & Knight
- Jackson Lewis
- Littler Mendelson
- Morgan Lewis
- McDermott Will & Emery
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Proskauer (most attorneys in NY office)
- Ropes & Gray
- Seyfarth Shaw
- WilmerHale

LITIGATION (*General, Appellate Litigation, ADR/Mediation, Products Liability Litigation, Securities, White Collar Litigation*)

Size of practice in the market: *Large*

Current hiring demand for practice: *Low/Medium*

Overview of the practice in the market: Litigation attorneys in this market most often advise clients embroiled in conflict with other companies and under investigation from various government agencies. The market for experienced litigation associates is very weak at this time, but firms will still rely on law student recruiting to fill an allocated number of slots in future incoming classes. Overall, the market for litigators is stronger in NY and DC than Boston.

Firms to consider for this practice:

- Brown Rudnick
- Choate
- DLA Piper
- Foley Hoag
- Fish & Richardson
- Goodwin
- Greenberg Traurig
- Goulston & Storrs
- Hogan Lovells
- Holland & Knight
- Hunton & Williams
- Jones Day
- K&L Gates
- Latham & Watkins
- Locke Lord
- McDermott Will & Emery
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nixon Peabody
- Nutter, McClennen & Fish
- Nelson Mullins
- Ropes & Gray
- Sidley
- Skadden Arps Slate Meagher & Flom
- Sullivan & Worcester
- White & Case
- WilmerHale

LITIGATION (*Patent & Intellectual Property*)

Size of practice in the market: *Large*

Current hiring demand for practice: *High*

Overview of the practice in the market: Litigation attorneys in this market most often advise clients embroiled in conflict with other companies and under investigation from various government agencies where a patent is in dispute or where intellectual property is at stake. These positions generally require an advanced degree in some area of science. The market for experienced patent and IP litigation associates is always high in Boston.

Firms to consider for this practice:

- Choate
- Cooley
- DLA Piper
- Finnegan Henderson Farabow Garrett & Dunner
- Fish & Richardson
- Foley Hoag
- Foley & Lardner
- Goodwin
- Holland & Knight
- Jones Day
- K&L Gates
- Locke Lord
- McCarter & English
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nixon Peabody
- Nutter McClennen & Fish
- Nelson Mullins
- Pepper Hamilton
- Proskauer
- Ropes & Gray
- Sunstein Kann Murphy & Timbers
- WilmerHale
- White & Case
- Wolf Greenfield

REAL ESTATE (*Land Use, Leasing, Finance*)

Size of practice in the market: *Medium*

Current hiring demand for practice: *High for Experienced Associates/Medium for 1L's*

Overview of the practice in the market: Practice here includes representing clients before federal, regional, state, and local governmental authorities, boards and agencies, local zoning boards and planning boards. Associates will also represent institutional lenders, including life insurance companies, pension funds, banks, and real estate investment trusts in creditor matters such as financings and loan restructurings, and clients in sophisticated real estate transactions, including: acquisitions and dispositions; entity formation; land use and permitting; conveyancing; leasing and property management; financings and restructurings; construction contracting; and in environmental compliance and regulatory matters. During the recession firms cut associate ranks deeply in real estate and did little hiring. With return to normalcy in economy, firms are actively looking to build back this practice area.

Firms to consider for this practice:

- Brown Rudnick
- Choate
- DLA Piper
- Goodwin
- Goulston & Storrs
- Greenberg Traurig
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nutter McClennen & Fish
- Nixon Peabody
- Prince Lobel & Tye
- Ropes & Gray
- Seyfarth Shaw
- Sullivan & Worcester

TAX (Individual, Corporate, Partnership)

Size of practice in the market: *Small*

Current hiring demand for practice: *Low*

Overview of the practice in the market: Attorneys in this practice within Boston provide a full range of income tax, estate tax, employee benefits, and tax dispute services to a broad array of domestic and multi-national corporations, partnerships, limited liability companies, tax-exempt organizations, and individuals so clients can plan for, comply, and control the tax consequences of business and investment transactions. Most firms have some presence in tax and firms will look to add one or two associates to each incoming class.

Firms to consider for this practice:

- Choate
- Foley Hoag
- Goodwin
- Goulston & Storrs
- Holland & Knight
- K&L Gates
- McDermott Will & Emery
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nixon Peabody
- Nutter McClennen & Fish
- Proskauer
- Ropes & Gray
- Sullivan & Worcester
- WilmerHale

TRUST & ESTATES

Size of practice in the market: *Small*

Current hiring demand for practice: *Low*

Overview of the practice in the market: Attorneys in this practice within Boston counsel high net worth individuals and families, structuring plans to advance client goals, optimize tax results and preserve wealth. Attorneys also work to establish and maintain charitable foundations. Boston firms usually have a small set of attorneys that specialize in T&E, so the demand for incoming associates is generally very low.

Firms to consider for this practice:

- Choate
- Foley Hoag
- Goodwin
- Goulston & Storrs
- Holland & Knight
- Mintz Levin Cohn Ferris Glovsky & Popeo
- Morgan Lewis
- Nixon Peabody
- Nutter, McClennen & Fish
- Prince Lobel & Tye
- Ropes & Gray
- Sullivan & Worcester

II. “HIDDEN GEMS” (NON-EIP FIRMS)

List of non-EIP firms to consider for summer/entry level positions:

- Burns & Levinson
- Day Pitney
- Hinckley Allen & Snyder
- Hinshaw Culbertson
- McCarter & English
- Peabody & Arnold
- Pepper Hamilton
- Pierce Atwood
- Riemer & Braunstein
- Robinson & Cole
- Verill Dana

List of non-EIP firms to consider for lateral positions (i.e., firms not known to hire summer associates or many entry-level attorneys):

- Cesari & McKenna (Patent)
- Chu Ring & Hazel (Corporate/Licensing)
- Conn Kavanaugh Rosenthal Piesch & Ford (Litigation)
- Davis Malm & D’Agostine (General Practice)
- Faber Daupher (Licensing)
- Gesmer Updegrove (Corporate & IP)
- GTC Law Group (IP & Corporate)
- Hamilton Brook Smith & Reynolds (Patent)
- Hemenway & Barnes (Estate Planning and Corporate)
- Klein Hornig (Syndication/Affordable Housing)
- Krokidas & Bluestein (General Practice)
- Lando & Anastasi (Patent)
- Littler Mendelson (Employment)
- Manion Gaynor & Manning (Litigation)
- Mirick O’Connell (General Practice)
- Murphy & King (General Practice)
- Murtha Culina (General Practice)
- Morgan Brown Joy (Employment)
- Morse Barnes-Brown & Pendelton (Waltham, MA) (Corporate & IP)
- Rackemann, Sawyer & Brewster (General Practice)
- Rubin and Rudman (Real Estate/Finance)
- Todd & Weld (Litigation)

III. ADDITIONAL MARKET INFORMATION

Practice Areas Not Prevalent in Boston:

- Administrative Law
- Entertainment
- Government Affairs/Regulatory
- Insurance
- International Trade
- Project Finance
- Telecommunications

Firms expanding in Boston:

- Hogan Lovells opened a Boston office in the Fall of 2017 by absorbing the litigation boutique – Collora. Office is about 25 lawyers focusing on litigation.
- Kirkland & Ellis opened an office in 2017 and has grabbed top notch partners from Ropes, Proskauer and McDermott. The office is about 30 lawyers with a focus on transactional work – fund formation, private equity, emerging companies and debt finance.
- Womble Bond Dickinson opened a Boston office in 2017. Office has about 10 lawyers and focuses on patent prosecution. The bulk of the office moved over from McCarter & English.

Other National Firms with Offices in Boston Worth Noting:

- Dentons
- Duane Morris
- Eckert Seamans
- Fragomen
- Fisher & Phillips
- Gordon Rees Scully Mansukhani
- LeClair Ryan
- Lewis Brisbois
- Olgletree Deakins Nash Smoak & Stewart
- Robins Kaplan
- Saul Ewing
- White and Williams
- Wilson Elser