

A letter from our Managing Partner, Gregg A. Eisenberg

2017 ushered in another year of strong growth and deepening talent at Benesch that allows us to better serve our clients.



In 2017 we enhanced our power to help our clients by adding 42 attorneys in both new industries and core practice areas. We now have 220 attorneys firmwide, almost double what we had just a few years back. Our progress is reflected in Benesch's ranking for the first time in the country's AmLaw 200. It's growth that is aggressive but also strategic.

We ramped up our energy group with the arrival of Michael Snyder as practice chair of a 15-attorney multidisciplinary team that represents businesses and utilities in all aspects of the energy industry. The push from Washington to alter rules affecting the energy sector and potential infrastructure spending are among the factors keeping this a busy area of law for Benesch clients.

We also expanded our Chicago location into a full-service office, now with 34 attorneys spanning all our core practice areas. The momentum has us running out of space only two years after we opened the office, and we expect to be in new quarters soon. We foresee continued strategic growth in Chicago.

The 2017 opening of our international private client group launched with the arrival of Matthew McKim, whose clients include families managing their own wealth in the multibillions, world-recognized trust companies, and entrepreneurs setting up trusts for the first time. McKim's clients see him as their "global quarterback." He embodies the deep focus on

service that's at the heart of Benesch culture.

Our products liability practice was boosted by the addition of David Rammelt, a nationally known trial lawyer who has represented more than 100 public and private companies, often serving as lead trial counsel before juries.

Even as we fill niches in our total portfolio with sophisticated expertise, we remain committed to treating our associates as akin in many ways to partners, which we fully expect they'll be in time. At Benesch, we put people into positions of responsibility faster than our competition. We give meaningful work to associates more quickly than the norm. We have an eight-year track to making partner, while other firms have pushed the ball back to 10, 12 or 13 years.

We spend a lot of time and effort on training, development and mentoring of our young lawyers so they are fully equipped to help our clients. We emphasize providing feedback to associates so they know how people are responding to their services. I've always said that we're only as good as our associate base. We treat our associates with respect, inspired by the simple fact that they are the future of our firm.

Some changes at Benesch are somewhat below the radar, yet they bear on how efficiently and effectively we work on your behalf.

Jeffrey Wild, who chairs the real estate and environmental practice group, has taken on the added roles of administrative partner and chief

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strategy officer. His focus is on keeping Benesch strategically smart about how it's growing, to best fit the demands of our clients, existing and future. Benesch named another executive committee member, environmental attorney Kevin Margolis, to the new role of integration partner, where he'll concentrate on supporting lateral hires so they're in the strongest possible position to tackle your legal matters.

We're also making advances in project management—using artificial intelligence technology that takes on tasks such as document review historically handled by lawyers. These changes will make us more efficient at keeping internal and external costs down so we can better meet your legal budget.

Even as we push into fresh territory with technological improvements, evolving practice concentrations and new hires, there are foundational principals from which we never swerve.

Giving back is very important to Benesch. We consider ourselves fortunate to practice law and we show that in action by contributing pro bono hours, sitting on boards and committees in the communities where we work, and donating hundreds of thousands of dollars annually to charitable causes.

Our commitment to diversity and inclusion is also unwavering. More than 50 years ago one of our founding partners helped start a scholarship program that continues to this day to support Cleveland workforce development through financial aid and mentoring. Today, women and minorities occupy key strategic positions at all levels of the firm. We know diversity is not only ethically right, but it also makes good business sense.

We're a mid-sized firm that does a lot of sophisticated work for sophisticated clients. That's a big reason why lawyers are seeking out Benesch to join us. We have a vigorous



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retention rate, consistently in the top quartile of the industry.

A review of the year wouldn't be complete without a mention of several benchmarks by our attorneys.

Liz Gillmore has joined Benesch's senior management team as chief human resource officer after serving as global corporate human resources director at The Sherwin Williams Co. She will focus on training, development and recruitment of the most important resource we have—our employees. We know that any value added to our team translates into value added for you.

The 2017 edition of The Best Lawyers in America cited 56 Benesch lawyers; 30 attorneys were named 2018 Ohio Super Lawyers (a designation given to at most 5 percent of Ohio lawyers) and 17 were named 2018 Ohio Rising Stars (given to at most 2.5 percent of Ohio lawyers). Chambers listed 23 attorneys and seven practice areas at Benesch. And for the third time in four years, Benesch was named “Transportation Law Firm of the Year” by U.S. News & World Report.

We believe that our successes arise from not just what we do but how we do it—the climate that we nurture inside our firm that we think radiates outward to our clients.

We care about every single person in our organization and try to treat everyone the same. For all the seriousness of what we do, we've managed to build a workplace that is not only stimulating but fun. We see ourselves as family. People are excited about being here, and our work as your advocate benefits from that.

We mark our 80th year as a law firm in 2018. And while we're proud of how far we've come, we're focused on what lies ahead. The future looks bright to us, for Benesch and for our clients. It's our great honor—we stand ready as always—to help you plan for contingencies and look for opportunities to thrive and grow.



Gregg A. Eisenberg
Managing Partner