



## Practice Areas

### Practice Areas

General Practice Areas	Employer's Practice Group Name	No. Of Partners/Members	No. Of Counsel	No. Of Associates	No. Of Non-traditional Track/Staff Attorneys
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### Basic Information

#### Recruiting Contact

<b>Recruiting Contact Name</b>	
Recruiting Contact Prefix	Ms.
Recruiting Contact First Name	Jennifer
Recruiting Contact Last Name	Smith
Recruiting Contact Title	Legal Recruitment Manager

<b>Recruiting Contact Address</b>	
Recruiting Contact Address Line 1	400 Atlantic Avenue
Recruiting Contact Address Line 2	
Recruiting Contact City	Boston
State/Province	Massachusetts (MA)
Recruiting Contact ZIP/Postal Code	02110
Recruiting Contact Country	United States

<b>Recruiting Contact Contact Info</b>	
<b>Recruiting Contact Phone Number</b>	617-574-4072
<b>Recruiting Contact Email</b>	jsmith@goulstonstorrs.com
<b>To apply online, go to:</b>	

Hiring Attorney

<b>Hiring Attorney</b>	
<b>Hiring Attorney Prefix</b>	Mr.
<b>Hiring Attorney First Name</b>	William
<b>Hiring Attorney Last Name</b>	Seuch
<b>Hiring Attorney #2, Prefix</b>	
<b>Hiring Attorney #2, First Name</b>	
<b>Hiring Attorney #2, Last Name</b>	

Narrative Text

<b>Enter descriptive narrative text about your organization</b>	Goulston & Storrs works hard to provide associates with the opportunities and support they need to be successful. Our steadfast commitment has not gone unnoticed. Goulston & Storrs has been voted one of the top firms to practice law by the leading national magazine, The American Lawyer, in its annual survey of summer and mid-level associates. As a firm of 200 attorneys, we offer the expertise and resources of a large firm, and the personal attention of a smaller one. Founded more than a century ago, Goulston & Storrs has an international practice. Our associates are encouraged to assume significant responsibility early on, but always have a place to turn for information, feedback and guidance.
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## Multi-Office Information

<b>Multi Office form - Reporting for</b>	All Offices
<b>Specify included offices</b>	Boston; NY; Washington
<b>Number of offices on form</b>	3
<b>Total number of offices</b>	3

## Lawyer Demographics

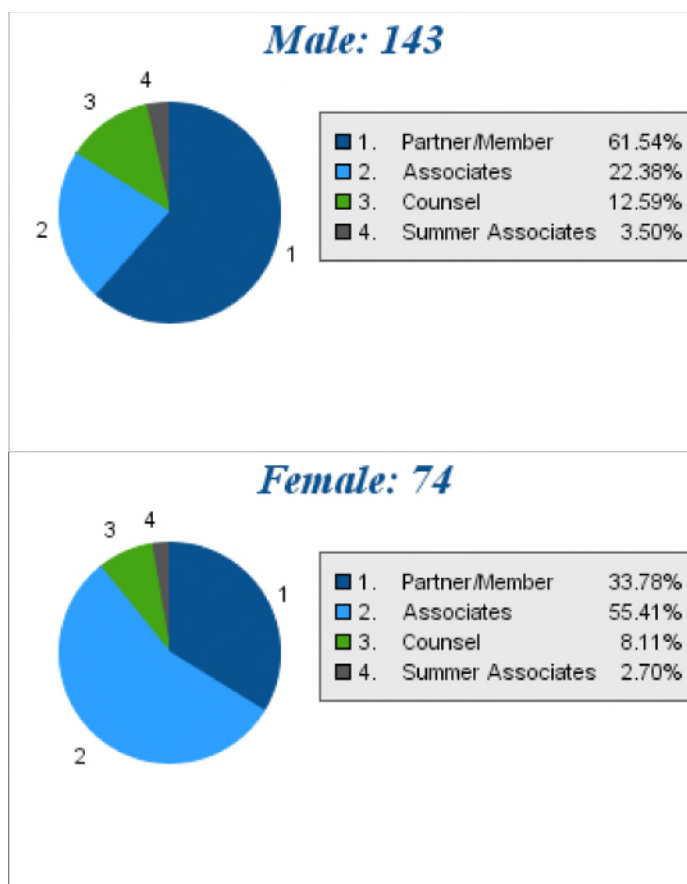
## Attorney Numbers

<b>Employer Size Range:</b>	101-200
<b>Office Size Range:</b>	201-500
<b>Total Attorneys On This Form:</b>	210

## Racial/Ethnic Demographics

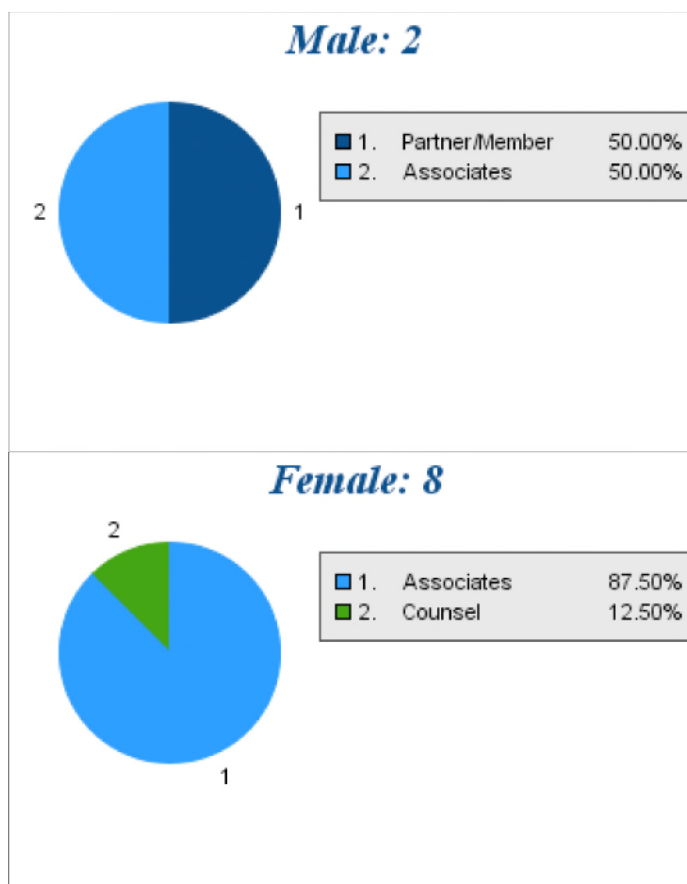
## Organization Wide

	<b>Partner/Member</b>	<b>Associates</b>	<b>Counsel</b>	<b>Non-traditional Track/ Staff Attorneys</b>	<b>Summer Associates</b>
<b>Men:</b>	88	32	18	0	5
<b>Women:</b>	25	41	6	0	2



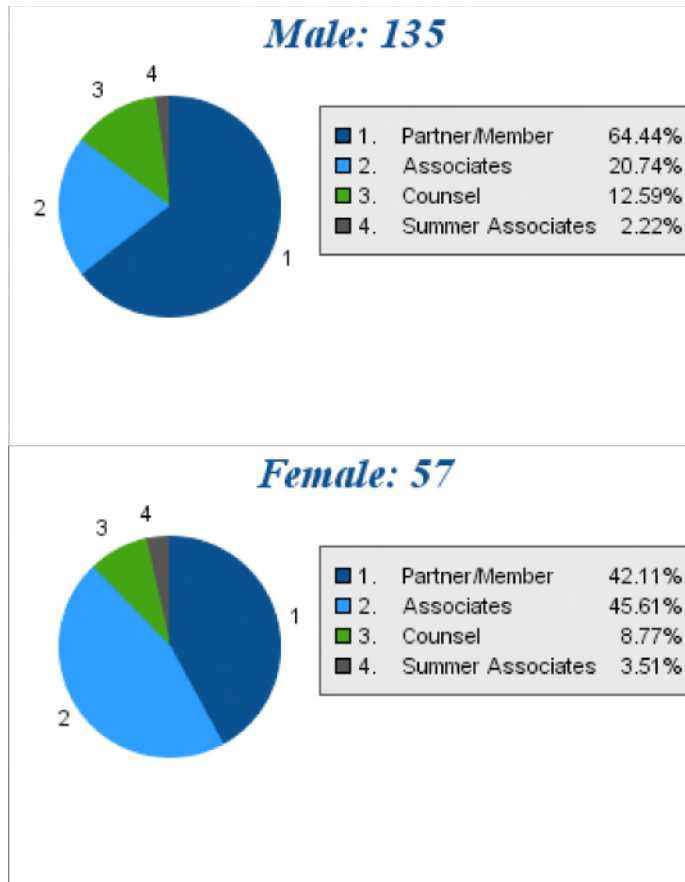
Hispanic/Latino

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Men:</b>	1	1	0	0	0
<b>Women:</b>	0	7	1	0	0



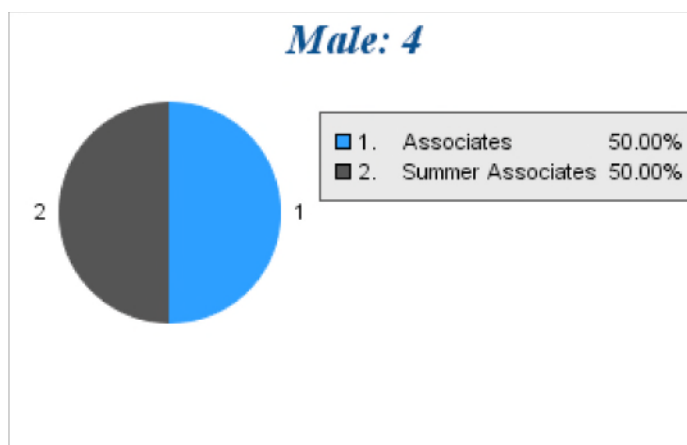
White

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Men:</b>	87	28	17	0	3
<b>Women:</b>	24	26	5	0	2



Black/African American

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Men:</b>	0	2	0	0	2
<b>Women:</b>	0	5	0	0	0



**Female: 5**

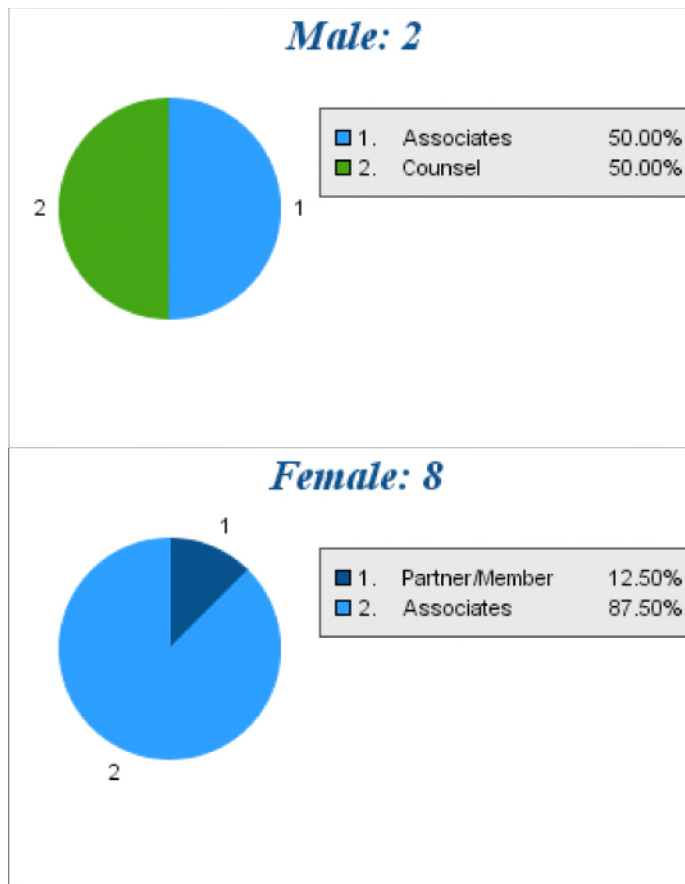


Native Hawaiian/Other Pacific Islander

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Men:</b>	0	0	0	0	0
<b>Women:</b>	0	0	0	0	0

Asian

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Men:</b>	0	1	1	0	0
<b>Women:</b>	1	7	0	0	0



American Indian/Alaska Native

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Men:</b>	0	0	0	0	0
<b>Women:</b>	0	0	0	0	0

2 or more races

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Men:</b>	0	0	0	0	0
<b>Women:</b>	0	0	0	0	0

Disabled

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Men:</b>	0	0	0	0	0



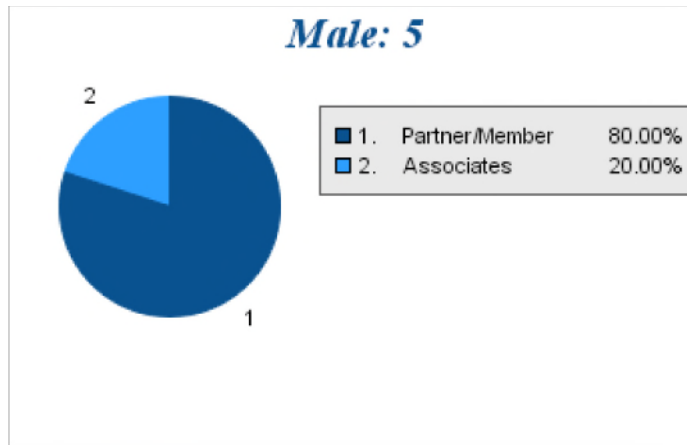
	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Women:</b>	1	0	0	0	0

*Female: 1*



Openly LGBT

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Men:</b>	4	1	0	0	0
<b>Women:</b>	0	2	0	0	0



**Female: 2**



Veteran

	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
<b>Men:</b>	0	0	0	0	0
<b>Women:</b>	0	0	0	0	0

Lawyer Categories

Please use this box to provide any additional comments or definitions regarding your lawyer categories as needed

## Compensation & Benefits

### Lawyer Compensation

<b>2018 compensation for entry-level lawyers (\$/year)</b>	180,000
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### Summer Compensation

<b>Summer Compensation</b>	
<b>2018 compensation for Post-3Ls (\$/week)</b>	3,500
<b>2018 compensation for 2Ls (\$/week)</b>	3,500
<b>2018 compensation for 1Ls (\$/week)</b>	3,500

### Clerkship/Credit/Supplemental Compensation

<b>Judicial Clerkship Bonus?</b>	No
<b>Compensation/progression credit for judicial clerkship?</b>	Yes
<b>Compensation/progression credit for other advanced degrees?</b>	Case-by-case
<b>Other Compensation</b>	We pay bar review and exam fees; CLE courses

### Benefits

<b>Benefits</b>	<ul style="list-style-type: none"> <li>401(k)/IRA/Other Retirement Plan</li> <li>Bar Association Fees</li> <li>Business Casual Dress Code</li> <li>CLE</li> </ul>
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	<ul style="list-style-type: none"> <li>Dental Insurance</li> <li>Employee Assistance Program</li> <li>Family/Dependent Care Leave</li> <li>Flexible Spending Account/Pre-Tax Option</li> <li>Health Club Membership</li> <li>Life/AD&amp;D Insurance</li> <li>Long-term Care Insurance</li> <li>Long-term Disability Insurance</li> <li>Medical Insurance</li> <li>Health Savings Account</li> <li>Parental Leave</li> <li>Parking/Transportation</li> <li>Relocation Expenses</li> <li>Short-term Disability Insurance</li> <li>Sick Leave</li> <li>Technology (Laptop, PDA, etc.)</li> <li>Vacation Leave</li> <li>Vision Insurance</li> </ul>
<b>Benefit Package</b>	

Compensation & Benefits Details

<b>Associate base salary (excluding bonuses) is determined by</b>	A combination lock-step and merit system
<b>If not strictly a set lock-step system, what criteria are used to determine associate base salaries (excluding bonuses)? (check all that apply)</b>	<ul style="list-style-type: none"> <li>Hours billed</li> <li>Quality of work</li> <li>Pro bono hours</li> <li>Business development</li> <li>Overall contribution (e.g., recruitment activities, firm committees)</li> </ul>

<b>Annual bonuses to eligible associates</b>	
<b>Has your organization offered annual bonuses to eligible associates in the past five years?</b>	No
<b>Comments</b>	

**Annual bonuses to eligible associates**

What factors are used to determine the amount of an associate's bonus? (check all that apply)	
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**Same sex domestic partner benefits**

Are same sex domestic partners afforded the same benefits as spouses of attorneys?	No
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If not, what (if any) benefits are provided to same sex domestic partners?	
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**Opposite sex domestic partner benefits**

Are opposite sex domestic partners afforded the same benefits as spouses of attorneys?	No
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If not, what (if any) benefits are provided to opposite sex domestic partners?	
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## Benefits Offered in Addition to Those Provided by FMLA

**Parental leave or family care policy**

Does your organization have a written parental leave or family care policy?	Yes
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Comments	
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How many weeks of paid parental leave do female attorneys receive?	12
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How many weeks of paid parental leave do male attorneys receive?	12
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Have one or more attorneys made use of your parental leave policy in the last 12 months?	Yes
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<b>Adoptions</b>	
Does your parental leave or family care policy include adoptions?	Yes
Comments	

<b>Children/dependents of same sex domestic partners</b>	
Does your parental leave or family care policy cover children/dependents of same sex domestic partners?	Yes
Comments	

<b>Children/dependents of opposite sex domestic partners</b>	
Does your parental leave or family care policy cover children/dependents of opposite sex domestic partners?	Yes
Comments	

## Partnership & Advancement

### Partnership & Advancement

<b>Two or more tiers of partner</b>	
Does the firm have two or more tiers of partner?	No
If no, how many years is the partnership track?	11/10

<b>Additional partnership progression information</b> Goulston & Storrs has a strong commitment to making associates partner.
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## Recruitment & Hiring

### Hiring Grid

	Began Work In				Expected
	2016	Prior Summer Associates	2017	Prior Summer Associates	2018
<b>LAWYERS</b>					
Entry-level	6	6	6	6	6
Entry-level (non-traditional track)					
Lateral Partners	3				8
Lateral Associates	14		4		8
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	6		6		7
1Ls	1		1		

### Summer Associate Hiring Questions

<b>Number of 2017 Summer 2Ls considered for associate offers</b>	6
<b>Number of offers made to summer 2L associates</b>	6
<b>Does the organization hire school-term clerks?</b>	Case-by-case
<b>Does the organization hire 1Ls?</b>	To be determined
<b>When after 12/1 should 1Ls apply?</b>	12/1
<b>Are split summers allowed?</b>	Case-by-case
<b>Comments regarding Hiring</b>	

### **2017 Summer Program**

<b>Do you accept applications for the 2019 Summer Program from Joint degree candidates graduating in 2021 or later?</b>	No
<b>Do you accept applications for the 2019 Summer Program from evening students graduating in 2021?</b>	No
<b>Do you accept applications for the 2019 Summer Program from Judicial clerks?</b>	No
<b>Do you accept applications for the 2019 Summer Program from students at non-US law schools?</b>	No

### Post-clerkship Hiring

<b>Post-clerkship hiring information</b>	
<b>Do you hire post-clerkship candidates?</b>	Yes
<b>If yes, when should they apply?</b>	



## LL.M. Hiring Information

<b>Domestic LL.M.s</b>	
<b>Do you hire US LL.M.s?</b>	Yes
<b>In what practice areas?</b>	It depends on the needs of the firm.
<b>Do you hire non-US LL.M.s?</b>	No
<b>When should LL.M.s submit applications?</b>	
<b>Preferred application materials</b>	Resume, cover letter and transcript

## Hiring Criteria

<b>General Hiring Criteria</b>	We seek candidates with the ability, commitment and personality to perform at the highest levels and the maturity to deal directly with clients immediately.
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## Campus Recruiting

<b>Campus Interviews</b>	Boston College Law School Boston University School of Law Columbia University Law School Georgetown University Law Center Harvard Law School New York University School of Law Northeastern University School of Law Suffolk University Law School
<b>List Any Job Fairs / Consortia Attended (previous fall)</b>	Boston Lawyers Group Boston Job Fair, Lavender Law

<b>Campus Interviews</b>	
Number of Schools Visited in 2017	7
Number of Job Fairs / Consortia Attended in 2017	2

## Hours & Work Arrangements

Full-time

<b>Hours</b>	
Is there a minimum billable hour expectation?	No
If yes, what is the minimum?	
Is billable hour credit given for pro bono work?	Yes
Is there a maximum that will be credited?	No
If yes, what is the maximum?	
For bonus consideration, is a pro bono hour equivalent to a required hour?	
Hours policy details	we do not have a minimum billable hours requirement.

<b>Recent hours history</b>	
Average annual associate hours worked in 2016	1900
Average annual associate hours worked in 2017	1800
Average annual associate billable hours worked in 2016	1850
Average annual associate billable hours worked in 2017	1850

## Alternative Work Options

<b>Part-time options</b>	
Is part-time allowed?	Yes
Is part-time available to entry-level?	No
Is there a minimum percentage of full-time hours that a part-time attorney must work?	No
<b>Comments</b>	
Are attorneys who work part-time and exceed their agreed upon part-time hours compensated in some manner for the additional hours?	
<b>Comments</b>	
Are attorneys who work part-time given bonus consideration?	
<b>Comments</b>	

<b>Number of part-time lawyers</b>	
Number of male part-time associates	2
Number of female part-time associates	4
Number of male part-time partners/members	2
Number of female part-time partners/members	4
Number of male part-time other lawyers	
Number of female part-time other lawyers	1

<b>Part-time policies</b>	
Do you have a written part-time policy for associates?	No
	No

<b>Part-time policies</b>	
Do you have a written part-time policy for partners?	
Eligibility for alternative work schedules determined by	Attorney works with flexible work committee on alternative work schedule.

<b>Part-time advancement</b>	
What is the impact of working part-time as an associate, if any, on an associate's progression toward partner?	
Can an associate be promoted to partner while s/he is working on a part-time schedule?	Yes
In the past five years, have attorneys made partner who have worked or are currently working alternative schedules with your organization?	Yes
Comments	
Can a partner work on a part-time schedule?	Yes

<b>Other alternative work options</b>	
Please describe any other alternative work arrangements:	
Does your organization have a written alternative work option policy (e.g., part-time, flex-time)?	Yes
Does your organization have an alternative track adviser?	Yes
Are attorneys who work alternative schedules given bonus consideration?	

Non-traditional Track Attorneys

<b>Non-traditional Track Attorney Info</b>	

<b>Non-traditional Track Attorney Info</b>	
Does your organization have attorneys on a non-traditional track?	
Non-traditional track attorneys - comments	
Is there a separate point of contact at your organization for this type of position?	
If yes, please provide contact information	
What title(s) does your organization use for non-traditional track attorneys? (check all that apply)	Staff attorney Senior attorney
Do you hire entry-level attorneys for non-traditional track positions?	No
In which practice areas do you hire non-traditional track attorneys?	
What is the minimum billable hour requirement for non-traditional track attorneys?	we do not have minimum billable hours requirement
Please include any additional information about non-traditional track positions (including mentoring, evaluations, billable hours, training, benefits, opportunities for pro bono work, etc.)	

## Pro Bono/Public Interest

### Pro Bono Contact Information

<b>Pro Bono Contact</b>	
Pro Bono Contact Name	Bill Dillon
Pro Bono Contact Title	Director; Co-Chair of Pro Bono Committee
Pro Bono Contact Phone	617-482-1776
Pro Bono Contact Email	wdillon@goulstonstorrs.com

Pro Bono Information

<b>Is the pro bono information indicated here firm-wide or specific to one office?</b>	Firm-wide
<b>% Firm Billable Hours last year</b>	
<b>Average Hours per Attorney last year</b>	61

<b>Pro Bono Participation</b>	
<b>Percent of associates participating last year</b>	80
<b>Percent of partners participating last year</b>	80
<b>Percent of other lawyers participating last year</b>	

<b>Average hours</b>	
<b>Average hours per associate last year</b>	61
<b>Average hours per partner last year</b>	61
<b>Average hours per other lawyer last year</b>	
<b>What percentage of attorneys performed more than 20 hours?</b>	70
<b>What was the number of actual pro bono hours contributed by the organization in the prior calendar year?</b>	14,170

<b>Average hours</b>	
Does the organization maintain a written pro bono policy that sets forth the organization's commitment to pro bono?	Yes
How does the organization define what constitutes pro bono legal work?	We decide whether or not to take on a pro bono matter once we determine that the client is eligible (based on the Pro Bono Institute criteria) and the firm has or can obtain the relevant experience.
Does the organization set annual goals regarding the minimum number of pro bono hours to be contributed by the organization?	No
Does the organization set individual attorney goals regarding the minimum number of pro bono hours to be contributed?	No

<b>Advancement/compensation</b>	
Is an attorney's commitment to pro bono activity considered a favorable factor in advancement and compensation decisions?	Yes
If yes, to what extent?	

<b>Pro bono support services</b>	
Are full-time support services (word processing, online research Lexis/Westlaw, out of pocket costs) available for pro bono representation?	Yes
If so, are there any limitations?	
	Yes

<b>Pro bono support services</b>	
<b>Are associates provided written evaluations of their work on pro bono matters?</b>	
<b>Does the organization employ one or more of the following structures to manage its pro bono program and to provide training and guidance to participating attorneys? (Check all that apply):</b>	An attorney who coordinates pro bono projects as an ancillary duty to other work Pro Bono Committee Non-attorney administrator
<b>How is pro bono work assigned/distributed?</b>	Pro Bono assignments are treated the same as all firm clients and their work is allocated through the work allocation process.
<b>If an attorney is permitted to bring a pro bono case for possible consideration by the firm, who makes decisions about whether the firm will handle the matter? (check all that apply)</b>	Pro Bono Committee
<b>Does the organization provide any of the following to enable its attorneys to participate in pro bono activities or work in a public interest setting? (Check all that apply):</b>	

<b>Summer associate pro bono opportunities</b>	
<b>Are pro bono opportunities available for summer associates?</b>	Yes
<b>Additional comments (Please use this space to provide any additional information about your organization's pro bono program including any special recognition or awards the organization has received for its pro bono work.)</b>	
<b>What are some of the areas in which your organization has performed pro bono work in the past year?</b>	

Public Interest Fellowship



<b>Fellowship sponsorship</b>	
Does your organization sponsor split public interest summer and/or post-graduate fellowships?	Case-by-case
Public Interest Fellowship Comments	

## Diversity & Inclusion

### Diversity Contacts

<b>Diversity Chair</b>	
Diversity Chair Prefix	Mr.
Diversity Chair First Name	Kevin
Diversity Chair Last Name	O'Flaherty

<b>Diversity Contact Information</b>	
Diversity Contact Prefix	Ms.
Diversity Contact First Name	Jennifer
Diversity Contact Last Name	Smith
Link to your organization's diversity website	

### Recruitment

<b>Recruitment methods</b>	
Which of the following methods do you use to	Diversity job fairs

<b>Recruitment methods</b>	
<b>increase the presence and retention of under-represented groups? (Check all that apply)</b>	Outreach to law student groups Formal mentoring efforts Bar-sponsored programs Firm diversity committee
<b>Comments</b>	
<b>Non-discrimination policy</b>	Goulston & Storrs provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, marital status, national origin, age, handicap, disability or veteran status in accordance with applicable state and federal laws. In addition, Goulston & Storrs complies with applicable federal, state and local laws governing non-discrimination in employment.

Diversity Fellowships/Scholarships

<b>Diversity fellowships or scholarships</b>	
<b>Does your organization or office sponsor/offer a Diversity Fellowship or Scholarship?</b>	Yes
<b>If yes, is the program open to</b>	
<b>Please provide a brief description of the program</b>	BU Fullbridge Scholarship

Affinity Groups

<b>Affinity group information</b>	
<b>Does your organization or office have affinity groups?</b>	Yes
<b>If yes, please describe your affinity groups below</b>	

## Professional Development

### Training & Professional Development

<b>Evaluations</b>	
Does your organization have a formal evaluation program in place?	Yes
Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No

<b>Rotation</b>	
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	
Comments	

<b>PD</b>	
Does your organization have a dedicated professional development staff?	Yes
What are some of the types of training and professional development opportunities your organization offers? (check all that apply)	In-house training programs External firm-paid seminars Continuing legal education (CLE) Organized/formal mentor program Trial advocacy training Observation opportunities Practice group training

<b>PD</b>	
<b>What roles do counsel/senior attorneys play in the training of attorneys? (check all that apply)</b>	Presenters Develop/design training programs Mentoring Supervise projects One-on-one training
<b>Does your organization have a coaching/mentoring program</b>	Yes
<b>Does your organization give billable hours credit for training time?</b>	Yes

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