

Basic Information

Goulston & Storrs, PC
Organization Size: 200
Office Size: 239
Hiring Attorney:
Ms. Yuanshu Deng
Hiring Attorney #2:
Mr. Josh Davis

Recruiting Contact:
Ms. Jennifer Smith
Senior Manager, Legal Recruitment
400 Atlantic Avenue
Boston, Massachusetts (MA) 02110
United States
Phone: 617-574-4072
jsmith@goulstonstorrs.com

Compensation & Benefits

2022 compensation for entry-level lawyers (\$/year) 215,000
Summer Compensation
2022 compensation for Post-3Ls (\$/week) 4,100
2022 compensation for 2Ls (\$/week) 4,100
2022 compensation for 1Ls(\$/week) 4,100

Partnership & Advancement

Does the firm have two or more tiers of partner? No
If no, how many years is the partnership track? 10

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	88	39	7	0	2
	Women	30	44	8	0	7
	Non-binary	0	0	0	0	0
	Total	118	83	15	0	9
Latinx	Men	0	1	0	0	0
	Women	0	3	1	0	1
	Non-binary	0	0	0	0	0
White	Men	84	32	5	0	2
	Women	28	30	7	0	2
	Non-binary	0	0	0	0	0
Black or African American	Men	0	5	1	0	0
	Women	0	3	0	0	3
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	1	0	1	0	0
	Women	1	6	0	0	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	3	1	0	0	0
	Women	1	2	0	0	1
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	1	0	1	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	3	4	1	0	0
	Women	3	3	0	0	1
	Non-binary	0	0	0	0	0
Veteran	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Karen O'Malley
 Director; Co-Chair of Pro Bono Committee
 617-482-1776
 komalley@goulstonstorrs.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	
Average Hours per Attorney last year	80
Percent of associates participating last year	80
Percent of partners participating last year	97
Percent of other lawyers participating last year	

Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
Rotation for junior associates between departments/practice groups?	No
Is rotation mandatory?	No
Does your organization have a dedicated professional development staff?	Yes
Does your organization have a coaching/mentoring program	Yes
Does your organization give billable hours credit for training time?	Yes

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2022
	2020	Prior Summer Associates	2021	Prior Summer Associates	
Entry-level	8	8	6	6	10
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	4	0	3	0	3
Lateral Associates	5	0	10	0	10
All Other Laterals (non-traditional track)	0	0	2	0	0
Post-Clerkship	0	0	0	0	5
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	8	0	9	0	9
1Ls	0	0	0	0	0

Number of 2021 Summer 2Ls considered for associate offers 9

Number of offers made to summer 2L associates 9

General Hiring Criteria We seek candidates with the ability, commitment and personality to perform at the highest levels and the maturity to deal directly with clients immediately.

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Business/Corporate	18	6	13		0
Real Estate, Land Use	Real Estate/Land Use	63	13	48		0
Tax	Tax	5	2	2		0
Trusts and Estates	Private Client	13	2	5		1
Environmental	Environmental	4	0	1		0

Bankruptcy	Bankruptcy	5	0	1	0
Litigation	Litigation	19	7	13	0

Diversity & Inclusion

Diversity Contact: Ms. Ayesah Johnson

Diversity Website/URL: <https://www.goulstonstorr.com/collaboration/diversity-inclusion/>

Organization Narrative

Goulston & Storrs, a full-service law firm, is home to nearly 250 attorneys practicing across multiple disciplines from offices in Boston, New York, and Washington DC. The firm is known for its real estate powerhouse practice as well leading bankruptcy, corporate, environmental, employment, litigation, private client and trust, and tax practices.

Collaboration is not just a pillar of our strategy; it is the key to our competitive advantage and approach to clients, community, and each other. Goulston & Storrs is a modern, vibrant firm where we practice law with excellence and integrity. We are a place where mutual respect and collaboration drive open discussion, transparency, creativity, and optimal results for our clients. We are committed to being a diverse and inclusive workplace where sophisticated business is conducted with genuine camaraderie.

Our firm is dedicated to professional excellence, exceptional personal service, and uncompromising ethical standards. Our model is built upon a team approach to providing practical advice promptly, cost-efficiently, and tailored to each client's unique business needs and objectives.

To learn more, please visit goulstonstorr.com.

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