



## ATTORNEYS

Since its founding in 1909, Vorys, Sater, Seymour and Pease LLP has consistently been recognized for providing outstanding service to our clients. With offices in Ohio, Washington, D.C., Texas, Pennsylvania and California. Vorys is currently ranked as one of the 200 largest law firms in the United States according to *American Lawyer* magazine. As one of the nation's leading law firms, Vorys offers a dynamic and high-profile practice in a supportive atmosphere that emphasizes our core values of excellence, public service, collegiality and teamwork, and the balance between work and family life. We consistently strive for excellence in the representation of our clients, and our greatest strength is the quality and experience of our lawyers and staff. Vorys rewards employees for their exceptional work by providing competitive salaries and a broad array of benefits. You may also find more information about our firm on LinkedIn, Facebook and Twitter.

Vorys, Sater, Seymour and Pease LLP is an Equal Opportunity Employer (EOE).

### *Instructions to Recruiting Agencies and Search Firms*

We do not accept unsolicited resumes and will not pay a fee for any unsolicited submissions. Any resume sent without request or prior approval from our Legal Talent Department will be considered unsolicited. In addition, please do not call or e-mail any attorney at our firm without prior approval from our Legal Talent Department. If you know a candidate who might be a good fit for our firm, please send an e-mail with relevant details describing the candidate without revealing his or her name, and we will promptly respond. All submissions should be sent to [attorneys@vorys.com](mailto:attorneys@vorys.com). Thank you for respecting our process.

## Salary, Mentoring, & Evaluations

### **Salary and Benefits**

Associates receive a highly competitive salary and are provided an attractive benefits package.

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### Training and Mentoring

In all of our practice groups, associates work directly with partners and receive training through hands-on experience and immediate feedback on their work product. In addition, all associates are paired with a partner mentor who develops a personalized approach to each associate's training and development. Some of our larger practice groups also have regular professional development and training programs designed to enhance technical skills and develop specific abilities. Our firm pays for Continuing Legal Education programs, and we encourage our associates to identify programs that address areas of interest and relevance to their particular practices.

### Performance Evaluations

Associate performance is evaluated annually, and salary increases are based upon individual achievement and progress. The Group Coordinating Committee, made up of attorneys from all of our offices and practice groups, is responsible for collecting comments from all partners about the associates with whom they have worked, reviewing all of those comments and other information, and arriving at consensus evaluations of associate performance. Each year, every associate will meet with a member of the Committee and the associate's mentor to discuss the associate's performance and to offer guidance on future professional development goals.

## Contact Us

Attorneys interested in positions in any of our offices should direct their resumes and inquiries to:

### **Brittaney C. Schmidt**

Chief Legal Talent and Inclusion Officer

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