

WESTERN NEW YORK'S

LARGEST

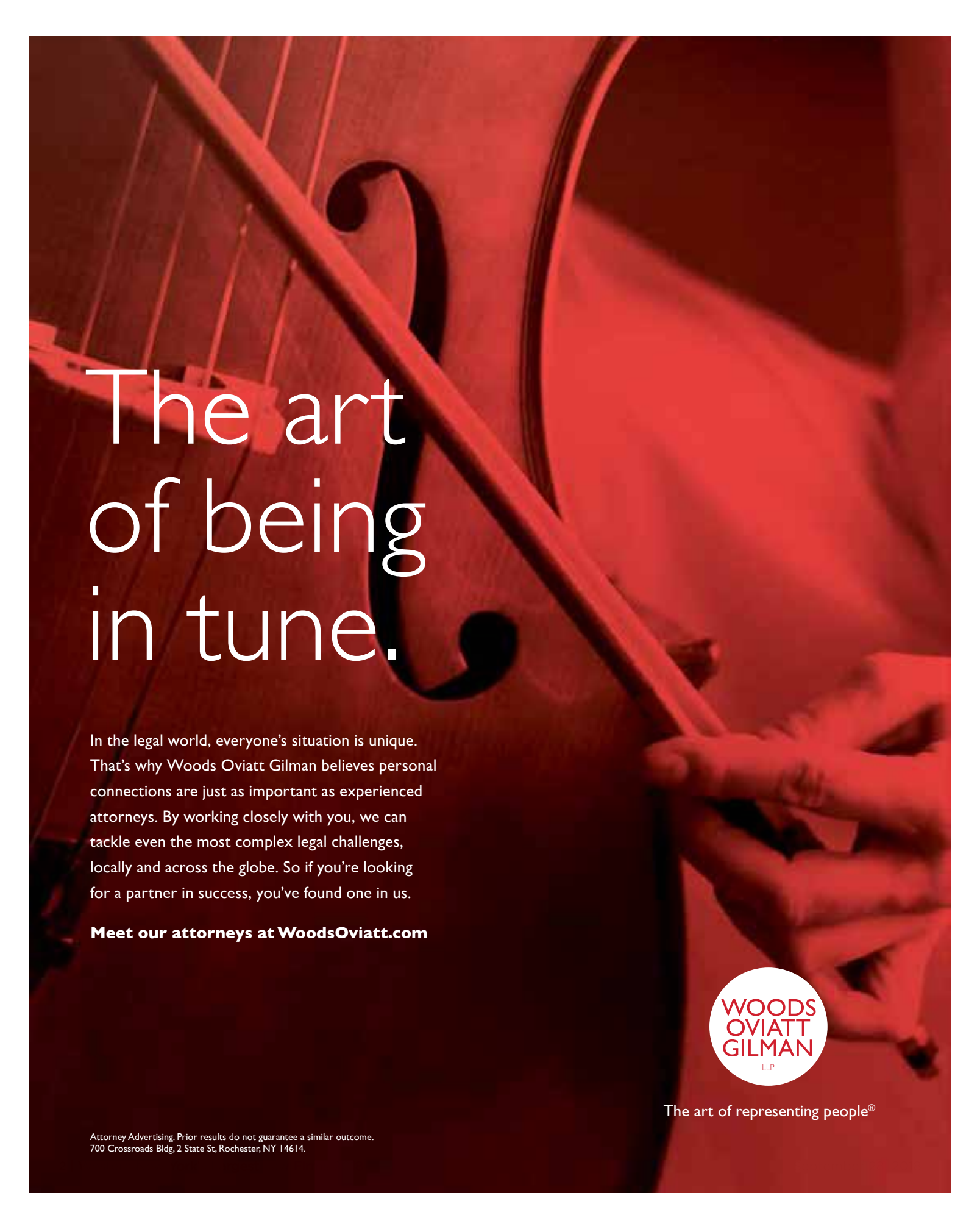
LAW FIRMS



ROCHESTER BUSINESS JOURNAL

RBJ

THE **DAILY RECORD**



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From the Editor



The Daily Record and Rochester Business Journal are pleased to present the inaugural survey of Western New York's Largest Law Firms.

We have ranked law firms in the state by the number of lawyers working in their offices located in Western New York. The rankings begin on page 6.

The survey includes other information about the law firms, such as firm demographics, number of partner-level lawyers and starting salary for first-year associates. Some firms took the opportunity to purchase an enhanced listing with additional information, such as a description of the firm and areas of practice.

All of the information that appears in the rankings was provided by officials at the firms themselves who responded to a survey emailed to them earlier this year. Firms that did not respond to our survey were omitted from the rankings.

We made every effort to provide complete and accurate information in this publication. If your firm was not included and would like to fill out a survey next year, please email research director Andrew Green at agreen@bridgetowermedia.com.

We greatly appreciate the participation and cooperation of all the firms that responded with their survey forms and look forward to making this publication an annual tradition in Western New York.

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The Daily Record
Rochester Business Journal

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Law firm leaders coping with evolving marketplace

BENNETT LOUDON
Daily Record Staff

Economic and technological changes have had a significant impact on the legal profession.

Even as firms cope with the aftermath of the economic recession of 2008, increased competition from online legal service providers and growing pressure from clients to increase efficiency are complicating the legal marketplace.

And Western New York's large law firms are no exception to the evolving legal landscape.

"The kinds of things that I spend my deepest thinking on are the changes in the legal industry that are happening and are likely to continue to happen," says Chris Jagel, CEO of Harris Beach PLLC.



Craig Wittlin

Craig Wittlin, managing partner at Harter Secrest & Emery LLP, says all the large Rochester-area law firms are facing similar challenges.

"And when I go to conferences around the country they're no different from managing partner challenges at larger firms around the country," Wittlin says.

The focus on keeping existing clients happy while attracting new clients is a slight change from when Wittlin started his career at Harter Secrest 26 years ago.

"The reality is that clients are more mobile than they used to be," he says.

When he started out at Harter Secrest, "all of our clients had been on the roster for decades, and for generations of lawyers," Wittlin says.

"And now clients have their eyes open, and they spread their legal work around, and they're recep-

tive to pitches from other law firms," he says.

An issue common to all area law firms is the ability to attract and retain a diverse collection of capable attorneys.

Rochester is "an unusual legal community" because there is no local law school here, as there is in Syracuse, Buffalo and Albany. In those communities, the local law school serves as a "feeder" school. Students can gain important experience by working part-time for local firms and form relationships within the local legal community.

There is undoubtedly recruiting competition among the large local firms for the most sought-after lawyers. And that competition stretches especially when it comes to recruiting lawyers who can increase the diversity of a firm.

"For me, and for every other managing partner, that is a primary area of focus. It's something that we spend a lot of time thinking about. It's an area where we try to be nimble and try to be creative and try to differentiate," Wittlin says.

Harter Secrest has a diversity internship program for law students between their first and second years of law school.

After working as a summer associate at Harter Secrest, the intern also gets a scholarship to help pay for their second-year tuition.

"We've had people come back and spend their second summer with us and then come back and be very strong full-time lawyers for us," Wittlin says.

Sometimes law students from other markets go through the program, but go to work in bigger markets after graduation. But Wittlin sees that as "an investment."

"We hope and expect to see those people in the future when they're thinking about where they want to raise a family, where they

want to build a long-term career," he says.

Wittlin, and most major law firm managers, understand that the allure of a big-city law firm, coupled with a big-city law firm salary, can be too much to overcome when recruiting new associates.

But by interviewing candidates who they know are likely to go to work in New York City, Boston, or Washington, D.C., they hope to plant enough of a seed that they will consider moving to Rochester when they settle down to start a family.

"We are not where we want to be with our diverse talent, but we have done a really good job in laying the ground work, planting the seeds," says Connie Cahill, deputy managing partner at Barclay Damon LLP.

Each Barclay Damon location has a 1L diversity intern program.

"Our idea is to meet people earlier in their law school career with the hopes that we can attract them to come to us after graduation," Cahill says.

And Barclay Damon has developed a mentoring program in which lawyers in their Albany and Syracuse offices work with diverse law school candidates.

Nixon Peabody's recruiting effort requires that at least 20 percent of candidates for lateral associate positions must be racially or ethnically diverse, LGBTQ, veterans, or an attorney with a disability, Nixon Peabody managing partner Jared Lusk says.

As part of the effort to increase competitiveness in the market for new associates, starting salaries at Harter Secrest and many large Western New York law firms have been increased in recent years.

The starting salary at Harter Secrest is now \$95,000. Nixon



Christopher D. Jagel

Peabody recently raised the salary for first-year associates from \$100,000 to \$105,000. At Barclay Damon, the starting salary for new associates is \$90,000.

And Nixon Peabody has what managing partner Jared Lusk called “a robust bonus system.”

Because Nixon Peabody has offices in all major cities and overseas, and lawyers from various offices with varying salaries work together, lawyers in lower-cost markets earn bonuses when they do significant work “out of market” for a client in a higher-priced market.

“Our starting salary for associates has gone up over the last several years and I think it’s true of every big firm in our regional market — Buffalo, Syracuse, Rochester — and that’s really just to respond to market pressures,” Wittlin says.

The big New York City firms recently bumped starting salaries for the first time in a long while “and that has a trickle-down effect throughout the industry,” Wittlin says.

The single biggest challenge faced by large western New York firms is “the student loan issue,” Wittlin says.

Loan debt for law school can easily top \$150,000 for students at the top schools. The average debt burden for University at Buffalo School of Law students was about \$87,000 in 2015.

Some of the most talented new lawyers who would like to work in Buffalo or Rochester can’t consider it a viable alternative for the first three or four years of their careers because they have to make more to pay down debt, experts say.

“The market is continuing to evolve in ways that I don’t think people could have anticipated even five or 10 years ago. It requires us to be on our toes. We can’t sit still,” says Jared Lusk, managing partner at Nixon Peabody.

“The forms of competition that didn’t exist just a few years ago



Jared Lusk

firm Ernst and Young — now more appropriately termed a professional services company — recently announced it had acquired Riverview Law, a legal services firm also based in London.

“Basically Ernst and Young is getting into the legal business, an accounting firm is getting into the law business in their offerings. It just changes the market,” Lusk says.

“It used to be, in a private firm, you were competing against other firms regionally, and from Nixon’s perspective, regionally and nationally. And to now add different providers that hadn’t traditionally been in the space it makes things more challenging if you are not constantly looking to distinguish yourself from even non-law firm competition,” he says.

Nixon Peabody has a team of financial managers assigned to develop innovative fee structures for clients.

“When an RFP comes out, or a deal is coming in, and they’re looking for a fee estimate, we have the team in place that has the data at their fingertips and we can accurately predict what we think the deal will cost,” Lusk says.

The new competition for traditional law firms comes in different forms. Companies like LegalZoom aren’t likely to immediately impact Harris Beach, but it gets consumers used to obtaining legal services from the internet.

“And the people behind LegalZoom are, as any good business would do, always looking for ways in which they can enhance the suite of services they provide,” Lusk says.

Other companies are offering the benefits of “big data” to meet

have the ability to change the business model of the industry,” he says.

He noted that Big Four London-based accounting

the needs of customers who traditionally looked to attorneys for those types of services.

If you break down all the services traditionally done by lawyers, some are unique to the legal profession, but other things don’t have to be done by lawyers. Some don’t even have to be done by humans, Lusk says.

Connie Cahill, deputy managing partner at Barclay Damon LLP, says that since the financial crisis of 2008, a focused effort to generate new business has taken on a new significance.

In addition to Maureen E. Fyke joining the firm as marketing and business development director, Barclay Damon recently brought in a national business development coach who is working with 10 attorneys to increase their business development expertise.

“Marketing and business development is the responsibility of every lawyer in the firm, but we recognize that some lawyers are better at it than others and more talented, so when we see that talent we try to give those people extra support,” Cahill says.

“This group of 10 lawyers is spread across the firm in all different practice areas that we thought were already doing a good job of developing business, but had even greater potential and so were dedicating extra resources and time to those lawyers,” she says.

“Barclay Damon also is pitching business more in teams than we ever had before,” Cahill says.

The days of generating business through country club or sorority connections are over, Cahill says. Clients are looking for diverse teams of lawyers.

“We’re really putting an emphasis on pitches that include diverse lawyers from diverse backgrounds as well as diverse legal skills,” she says.



Connie Cahill

LARGEST LAW FIRMS

1. BARCLAY DAMON LLP

200 Delaware Ave.

Buffalo, N.Y. 14202

(716) 856-5500

www.barclaydamon.com

Rochester office: 100 Chestnut St., Rochester, N.Y. 14604 (585) 295-4400

Other WNY locations: Syracuse, Clarence

Number of lawyers in Western New York: 203

Number of partners in Western New York: 114

Number of female partners: 19

Number of minority partners: 4

Number of support staff (including paralegals): 162

Average starting salary for associates: \$90,000

Annual billable hours expected of associates: 1,800

Managing partner or managing partner equivalent: John Langan

2. BOND, SCHOENECK & KING PLLC

1 Lincoln Center

Syracuse, N.Y. 13202

(315) 218-8000

www.bsk.com

Rochester office: 350 Linden Oaks, Rochester, N.Y. 14625 (585) 362-4700

Other WNY locations: NA

Number of lawyers in Western New York: 162

Number of partners in Western New York: 100

Number of female partners: 19

Number of minority partners: 2

Number of support staff (including paralegals): 155

Average starting salary for associates: \$90,000

Annual billable hours expected of associates: 1,800

Managing partner or managing partner equivalent: Kevin Bernstein

3. HODGSON RUSS LLP

140 Pearl St.

Buffalo, N.Y. 14202

(716) 856-4000

www.hodgsonruss.com

Other WNY locations: NA

Number of lawyers in Western New York: 152

Number of partners in Western New York: 98

Number of female partners: 27

Number of minority partners: 5

Number of support staff (including paralegals): 215

Average starting salary for associates: NA

Annual billable hours expected of associates: NA

Managing partner or managing partner equivalent:

Partner: Rick Kennedy

4. HARTER SECREST & EMERY LLP



Harter Secrest & Emery LLP

ATTORNEYS AND COUNSELORS



Craig S. Wittlin
Managing Partner



John G. Horn
*Buffalo Office
Partner in Charge*

1600 Bausch & Lomb Place

Rochester, N.Y. 14604

(585) 232-6500

www.hselaw.com

About the Firm

Harter Secrest & Emery LLP is a full-service business law firm providing legal services to clients ranging from individuals and family-owned businesses to Fortune 100 companies and major regional institutions. With offices in Rochester, Buffalo, Albany, Corning, and New York City, the firm has more than 130 lawyers practicing across more than 40 sophisticated practice areas including litigation, corporate, employee benefits, environmental and land use, health care, higher education, immigration, intellectual property, labor and employment, real estate, and trusts and estates law.

HSE lawyers provide top tier legal services, with the utmost attention to client service and responsiveness. Clients and peers recognize the firm for this commitment as evidenced by the numerous awards that the firm has received including 31 U.S. News - Best Lawyers 2018 "Best Law Firms" top tier metropolitan practice group rankings - more Western New York rankings than any other law firm; rankings in Chambers USA for Corporate/M&A, Litigation, Immigration and Real Estate law; and 45 attorneys selected by their peers for inclusion in The Best Lawyers in America® for 2019.

Other WNY locations: NA

Number of lawyers in Western New York: 139

Number of partners in Western New York: 64

Number of female partners: 12

Number of minority partners: 2

Number of support staff (including paralegals):

119

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Our attorneys and consultants are invested in understanding your business and industry, knowledge that is key to crafting customized and effective solutions to take advantage of opportunities and address your pressing challenges. Our dedicated client teams are organized for optimal efficiencies and devoted to delivering high value with dependable and proactive communication. Together, we strategize to get the job done.



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99 Garnsey Road, Pittsford, NY 14534

Average starting salary for associates: \$95,000
Annual billable hours expected of associates: 1,800
Managing partner or managing partner equivalent: Craig Wittlin

5. HARRIS BEACH PLLC



Christopher Jagel, CEO

99 Garnsey Road
 Pittsford, N.Y. 14534
 (585) 419-8800
 www.harrisbeach.com

Mission Statement

Creating Client Solutions that Exceed Expectations "Discover True Engagement"
 Our core mission is to deliver exemplary client service and excellence. Our attorneys, consultants and staff are committed to working collaboratively with our clients and with each other. We are passionate about understanding our clients' businesses and industries, and therefore can be relied upon as an indispensable advisor.

About the Firm

Harris Beach and its subsidiaries provide a full range of legal and professional services for clients across New York state, as well as nationally and internationally. Harris Beach is among the country's top law firms as ranked by *The National Law Journal* and is among the 2018 *BTI Elite* law firms based on in-depth interviews of more than 600 corporate counsel at the world's largest and most influential companies. Our clients include Fortune 100 corporations, privately-held companies, emerging businesses, public sector entities, not-for-profit organizations and individuals. Principal industries we represent include education, energy, financial, food and beverage, health care, insurance, manufacturing, medical and life sciences, real estate developers, and state and local governments and authorities.

INDUSTRY TEAMS

Automotive and Vehicle Dealerships
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 Educational Institutions K-12
 EMS and Fire Protection Providers
 Energy

Financial Institutions and Capital Markets
 Food and Beverage
 Health Care
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 Nanotechnology
 Photonics
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 Real Estate Developers
 Science and Technology
 Telecommunications and Media
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 USA Collegiate Sports
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PRACTICES

Alternative Dispute Resolution
 Appellate
 Business and Commercial Litigation
 Collection Law
 Commercial Real Estate
 Construction and Surety Law
 Corporate
 Cybersecurity Protection and Response
 Diversity Compliance
 E-Discovery (e-infoSM)
 Employee Benefits
 Employment Litigation
 Environmental Law
 Financial Restructuring, Bankruptcy and Creditors' Rights
 Government Compliance and Investigations
 Health Law
 Immigration Law
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 Intellectual Property Law
 International Trade Law
 Internet Law
 Labor and Employment Law
 Mass Torts and Industry-Wide Litigation
 New Markets Tax Credit
 Patent, Trademark and Copyright Law
 Product Liability and Comprehensive General Liability
 Public Finance and Economic Development
 Real Property Valuation Litigation
 Residential Real Estate
 Sports Law
 Tax Law
 White Collar Crime
 Wills, Trusts and Estates

Other WNY locations: Buffalo, Syracuse

Number of lawyers in Western New York: 133
Number of partners in Western New York: 82
Number of female partners: 22
Number of minority partners: 4
Number of support staff (including paralegals): 205
Average starting salary for associates: \$95,000

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1300 CLINTON SQ. | ROCHESTER, NY | 585-263-1000 | NIXONPEABODY.COM

Annual billable hours expected of associates:
1,800
Managing partner or managing partner equivalent: Christopher Jagel

6. PHILLIPS LYTLE LLP



Phillips Lytle LLP



Kevin M. Hogan
Managing Partner



Richard M. Beers
*Rochester Office
Leader*

125 Main St.
Buffalo, N.Y. 14203
(716) 847-8400
www.phillipslytle.com

Rochester office:
28 E. Main St., Suite 1400,
Rochester, N.Y. 14614
(585) 238-2000

Mission Statement

At Phillips Lytle, we know only one approach to client service. It's practiced by every one of our attorneys in each of our eight offices. It's why we've been doing what we do for more than 180 years. It's ingrained in who we are. It's The Phillips Lytle Way.

We're fully dedicated to our clients and our work on their behalf. We learn how each defines success, and then help identify how to get there. We learn all there is to know about a client's business and industry, formulating strategies aimed at the best decisions that fit within defined goals. And we prove our worth as go-to members of the team at every turn.

About the Firm

Phillips Lytle was founded in 1834. Phillips Lytle LLP is a premier regional law firm that is recognized nationally for its legal excellence. With offices in New York State, Washington, D.C., and Canada, our attorneys serve a multinational client base including FORTUNE 1000 companies, global and regional financial institutions, not-for-profit organizations, middle market companies, startups, entrepreneurs and individuals on important matters affecting their businesses and personal wealth.

Phillips Lytle is ranked in *Chambers USA: America's Leading Lawyers for Business* in the following categories:

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International
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Not-For-Profit
Optics, Photonics and Imaging
Personal Injury Defense
Product Liability and Mass Tort Litigation
Project Development
Public Finance
Real Estate
Securities
Startups
Tax
Telecommunications
Venture Capital & Technology
White Collar Criminal Defense & Government Investigations

Other WNY locations: Jamestown
Number of lawyers in Western New York: 111
Number of partners in Western New York: 52
Number of female partners: 12
Number of minority partners: NA
Number of support staff (including paralegals): 186
Average starting salary for associates: \$105,000
Annual billable hours expected of associates: 1,825
Managing partner or managing partner equivalent: Kevin Hogan

7. NIXON PEABODY LLP



Andrew Glincher
CEO and Managing Partner



Jared Lusk
Office Managing Partner, Rochester



Martha Anderson
Office Managing Partner, Buffalo

1300 Clinton Square
Rochester, N.Y. 14604
(585) 263-1000
www.nixonpeabody.com

Mission Statement

Nixon Peabody is a full-service law firm with seventeen offices throughout the United States and abroad, including five locations in New York State. Our clients need and expect excellent legal counsel—complete the transaction, resolve the dispute, win the trial. They are companies, organizations and individuals innovating and producing across a wide range of industries. We deliver high quality legal counsel for needs right now, and are always looking ahead to what's next. How? We track the political, economic and social landscape to predict future legal challenges and smooth your way. Nixon Peabody has a 21st century view of legal services, offering partnership beyond the law. We work closely with your business—identifying opportunities, minimizing risks, creating connections, forging alliances and finding new customers. We help accomplish your goals.

PRACTICES

Antitrust
Banking & Finance
Bankruptcy & Financial Restructuring
China Practice
Construction
Copyrights
Corporate Trust
Cross-border transactions
Data Privacy
Environmental
Employee Benefits
ERISA
Franchising & Distribution
Gaming
Global Disputes & Transactions
Government Contracts
Government Investigations & White Collar Defense

Government Relations
Health Care Compliance, Transactions & Finance
Insurance
Intellectual Property
International Services
Litigation
Labor & Employment
Mergers & Acquisitions
Patents
Private Clients, Estate, Trust & Financial Planning
Product Liability
Project Finance
Private Equity
Public Finance
Real Estate Transactions, Development & Finance
Securities
Tax
Tax Credit Finance & Syndication
Trademarks

Other WNY locations: Buffalo

Number of lawyers in Western New York: 104

Number of partners in Western New York: 31

Number of female partners: 10

Number of minority partners: NA

Number of support staff (including paralegals): 239

Average starting salary for associates: \$160,000
(for metro areas; \$100,000 for non-metro, \$120,000 for Long Island)

Annual billable hours expected of associates: 1,850

Managing partner or managing partner equivalent: Andrew Glincher

8. WOODS OVIATT GILMAN LLP



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James P. McElheny, Esq.
Managing Partner

2 State St.
Rochester, N.Y. 14614
(585) 987-2822
www.woodsoviatt.com
Buffalo Office
1900 Main Place Tower
Buffalo, NY 14202

About the Firm

Founded in 1852, Woods Oviatt Gilman LLP, has offices in Rochester, New York, Buffalo, New York and Phoenix, Arizona. The firm practices in many areas of the law, including intellectual property, business, corporate, labor and employment, public sector and municipal law, public and corporate finance, real estate finance, environmental, banking, litigation, contract, employee benefits and relations, bankruptcy and creditors' rights, and tax law.

Woods Oviatt Gilman LLP brings together the skills and talents of 103 attorneys and 253 staff members. Our capabilities extend from personal representation where the emphasis is on counseling and individually tailored solutions, to representation in complex business matters, where sophisticated advice and action are required. We take particular pride in the specialized services we offer to small and medium sized businesses and their owners.

Our client list includes municipalities, public entities, publicly traded corporations, regional businesses and start-up companies, as well as banks, insurance companies and educational institutions. We also represent individuals, estates, trusts and charitable organizations.

In addition to the importance of client service, our firm is committed to community service. Our attorneys are actively involved in a number of civic and charitable organizations, including the Red Cross, Volunteers of America, and the American Heart Association. We are proud of Woods Oviatt's standing in the community and of the clients that we serve.

Other WNY locations: Buffalo
Number of lawyers in Western New York: 97
Number of partners in Western New York: 48
Number of female partners: 8

Number of minority partners: 2
Number of support staff (including paralegals): 195
Average starting salary for associates: \$100,000
Annual billable hours expected of associates: 1,700
Managing partner or managing partner equivalent: James P. McElheny

9. RUPP BAASE PFALZGRAF CUNNINGHAM

424 Main St. #1600
Buffalo, N.Y. 14202
(716) 854-3400
www.ruppbaase.com
Rochester office: 16 W. Main St., Rochester, N.Y. 14614, (585) 381-3400
Other WNY locations: Williamsville
Number of lawyers in Western New York: 45
Number of partners in Western New York: 25
Number of female partners: 4
Number of minority partners: 0
Number of support staff (including paralegals): 31
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: David Pfalzgraf

10. LARIMER LAW PLLC

1160 Pittsford Victor Road, Suite M2
Pittsford, N.Y. 14534
(585) 851-0340
www.larimer-law.com
Other WNY locations: Amherst
Number of lawyers in Western New York: 42
Number of partners in Western New York: 1
Number of female partners: 0
Number of minority partners: 0
Number of support staff (including paralegals): 2
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: John Larimer

11. HAMBERGER & WEISS

1 S. Washington St., Suite 500
Rochester, N.Y. 14614
(585) 262-6390
www.hambergerandweiss.com
Other WNY locations: Buffalo
Number of lawyers in Western New York: 41
Number of partners in Western New York: 21
Number of female partners: 9
Number of minority partners: 3
Number of support staff (including paralegals):



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Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: NA

12. GIBSON MCASKILL & CROSBY LLP

69 Delaware Ave., Suite 900,
Buffalo, N.Y. 14202
(716) 856-4200
www.gmclaw.com
Other WNY locations: NA
Number of lawyers in Western New York: 39
Number of partners in Western New York: 18
Number of female partners: 6
Number of minority partners: 0
Number of support staff (including paralegals): 58
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Brian Crosby

13. HURWITZ & FINE P.C.

1300 Liberty Building
Buffalo, N.Y. 14202
(716) 849-8900
www.hurwitzfine.com
Other WNY locations: Albion, Amherst, Niagara Falls
Number of lawyers in Western New York: 39
Number of partners in Western New York: 21
Number of female partners: 6
Number of minority partners: NA
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Ann Evanko

14. UNDERBERG & KESSLER LLP

300 Bausch & Lomb Place
Rochester, N.Y. 14604
(585) 258-2800
www.underbergkessler.com
Other WNY locations: Buffalo, Canandaigua, Geneseo, Webster
Number of lawyers in Western New York: 32
Number of partners in Western New York: 14
Number of female partners: 5
Number of minority partners: 1
Number of support staff (including paralegals): 50
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Anna Lynch

15. HOGANWILLIG

2410 N. Forest Road
Amherst, N.Y. 14068
(716) 636-7600
www.hoganwillig.com
Other WNY locations: Buffalo, Lancaster. Lockport, Ellicottville
Number of lawyers in Western New York: 30
Number of partners in Western New York: 1
Number of female partners: 0
Number of minority partners: 0
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Diane Tiveron, Corey Hogan

16. SMITH SOVIK KENDRICK & SUGNET PC

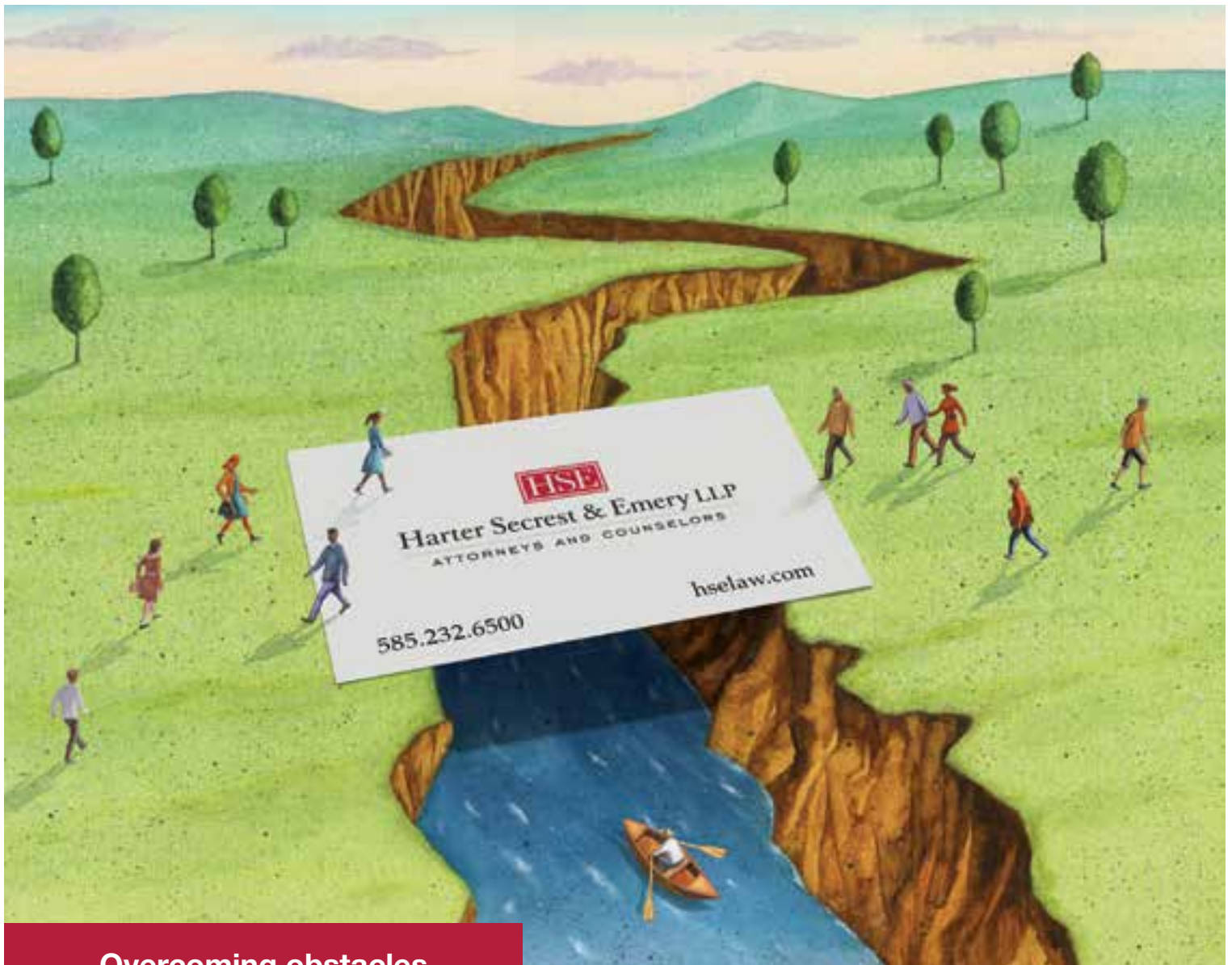
250 South Clinton St. Suite 600
Syracuse N.Y. 13202
(315) 474-2911
www.smithsovik.com
Other WNY locations: Buffalo, Jamesville
Number of lawyers in Western New York: 30
Number of partners in Western New York: 16
Number of female partners: 5
Number of minority partners: 0
Number of support staff (including paralegals): 23
Average starting salary for associates: \$80,000
Annual billable hours expected of associates: 1,800
Managing partner or managing partner equivalent: Kevin Hulslander

17. LACY KATZEN LLP

Rochester office
130 E. Main St.
Rochester, N.Y. 14604
(585) 454-5650
www.lacykatzen.com
Other WNY locations: Greece, Ontario, Pittsford, Canandaigua, Charlotte, Batavia
Number of lawyers in Western New York: 27
Number of partners in Western New York: 16
Number of female partners: 6
Number of minority partners: NA
Number of support staff (including paralegals): 60
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Craig Welch

18. TREVETT CRISTO P.C.

2 State St., Suite 1000
Rochester, N.Y. 14614



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(585) 454-2181
www.trevettcristo.com
Other WNY locations: NA

Number of lawyers in Western New York: 22
Number of partners in Western New York: 18
Number of female partners: 3
Number of minority partners: 0
Number of support staff (including paralegals): 18
Average starting salary for associates: \$70,000
Annual billable hours expected of associates: 1,300
Managing partner or managing partner equivalent: NA

19. LAW OFFICES OF KENNETH HILLER PLLC

6000 N. Bailey Ave., Suite 1A
Buffalo, N.Y. 14226
(716) 564-3288
www.kennethhiller.com
Rochester office: 1 S. Washington St. Suite 220, Rochester, N.Y. 14614, (800) 300-2990
Other WNY locations: West Seneca, Amherst, Niagara Falls
Number of lawyers in Western New York: 20
Number of partners in Western New York: 0
Number of female partners: 0
Number of minority partners: 0
Number of support staff (including paralegals): 38
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Kenneth Hiller

20. WARD GREENBERG HELLER & REIDY LLP

1800 Bausch & Lomb Place
Rochester, N.Y. 14604
(585) 454-0700
www.wardgreenberg.com
Other WNY locations: NA
Number of lawyers in Western New York: 19
Number of partners in Western New York: 14
Number of female partners: 1
Number of minority partners: 0
Number of support staff (including paralegals): 16
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Eric Ward

21. BLITMAN & KING LLP

443 N. Franklin St., Suite 300

Syracuse, N.Y. 13204
www.bklawyers.com
(315) 422-7111
Rochester office: 16 W. Main St. Suite 500, Rochester, N.Y. 14614 (585) 232-5600
Other WNY locations: NA
Number of lawyers in Western New York: 18
Number of partners in Western New York: 15
Number of female partners: 1
Number of minority partners: 0
Number of support staff (including paralegals): 25
Average starting salary for associates: \$74,000
Annual billable hours expected of associates: 1,800
Managing partner or managing partner equivalent: Timothy Bauman, Nathaniel Lambright

22. LAW OFFICES OF PULLANO & FARROW PLLC

69 Cascade Drive, Suite 307
Rochester, N.Y. 14614
(585) 730-4773
www.lawpf.com
Other WNY locations: NA
Number of lawyers in Western New York: 18
Number of partners in Western New York: 6
Number of female partners: 1
Number of minority partners: 1
Number of support staff (including paralegals): 12
Average starting salary for associates: NA
Annual billable hours expected of associates: 1,600
Managing partner or managing partner equivalent: Brett Farrow

23. DAVIDSON FINK LLP

28 E. Main St., Suite 1700
Rochester, N.Y. 14614
(585) 546-6448
www.davidsonfink.com
Other WNY locations: NA
Number of lawyers in Western New York: 17
Number of partners in Western New York: 11
Number of female partners: 1
Number of minority partners: 0
Number of support staff (including paralegals): 68
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Robert Galibraith Jr.

24. FARACI LANGE LLP

28 E. Main St., Suite 1100
Rochester, N.Y. 14614
(585) 325-5150

www.faraci.com

Other WNY locations: Buffalo
Number of lawyers in Western New York: 15
Number of partners in Western New York: 8
Number of female partners: 1
Number of minority partners: 1
Number of support staff (including paralegals): 17
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Stephen Schwarz

25. MCCONVILLE, CONSIDINE, COOMAN & MORIN P.C.

Rochester office
 25 E. Main St.
 Rochester, N.Y. 14614
 (585) 546-2500
 www.mccmlaw.com
Other WNY locations: NA
Number of lawyers in Western New York: 15
Number of partners in Western New York: 8
Number of female partners: 1
Number of minority partners: 0
Number of support staff (including paralegals): 13
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Peter Weishaar

26. WEBSTER SZANYI LLP

1400 Liberty Building
 Buffalo, N.Y. 14202
 (716) 842-2800
 www.websterszanyi.com
Other WNY locations: NA
Number of lawyers in Western New York: 15
Number of partners in Western New York: 11
Number of female partners: 2
Number of minority partners: 0
Number of support staff (including paralegals): 13
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Kevin Szanyi

27. FORSYTH, HOWE, O'DWYER, KALB & MURPHY P.C.

1 South Clinton Ave., Suite 1000
 Rochester, N.Y. 14606
 (585) 325-7515
 www.forsythhowe.com
Other WNY locations: NA

Number of lawyers in Western New York: 14
Number of partners in Western New York: 3
Number of female partners: 0
Number of minority partners: 0
Number of support staff (including paralegals): 15
Average starting salary for associates: \$53,000
Annual billable hours expected of associates: 500
Managing partner or managing partner equivalent: Duncan O'Dwyer

28. ANDREOZZI BLUESTEIN LLP

9145 Main St.
 Clarence, N.Y. 14031
 (716) 565-1100
 www.andreozzibluestein.com
Other WNY locations: Jamestown
Number of lawyers in Western New York: 13
Number of partners in Western New York: 4
Number of female partners: NA
Number of minority partners: NA
Number of support staff (including paralegals): 20
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Randall Andreozzi

29. BROWN GRUTTADARO & PRATO PLLC

19 Prince St.
 Rochester, N.Y. 14607
 (585) 454-3377
 www.bgplawfirm.com
Other WNY locations: NA
Number of lawyers in Western New York: 11
Number of partners in Western New York: 7
Number of female partners: 3
Number of minority partners: NA
Number of support staff (including paralegals): 12
Average starting salary for associates: NA
Annual billable hours expected of associates: NA
Managing partner or managing partner equivalent: Dennis Gruttadaro

30. COLUCCI & GALLAHER, P.C.

424 Main St., Suite 2000
 Buffalo, N.Y. 14202
 (716) 853-4080
 www.colucci-gallaher.com
Other WNY locations: NA
Number of lawyers in Western New York: 11
Number of partners in Western New York: 6
Number of female partners: 2
Number of minority partners: 0

Number of support staff (including paralegals):
19
Average starting salary for associates: \$62,000
Annual billable hours expected of associates:
1,800
Managing partner or managing partner equivalent: Anthony Colucci

31. MORGENSTERN DEVOESICK PLLC

1080 Pittsford Victor Road, Suite 200
Pittsford, N.Y. 14534
(585) 672-5500
www.morgdevo.com
Other WNY locations: NA
Number of lawyers in Western New York: 11
Number of partners in Western New York: 4
Number of female partners: 1
Number of minority partners: 0
Number of support staff (including paralegals):
22
Average starting salary for associates: NA
Annual billable hours expected of associates:
NA
Managing partner or managing partner equivalent: Jeffrey DeVoesick, Jordan Morgenstern

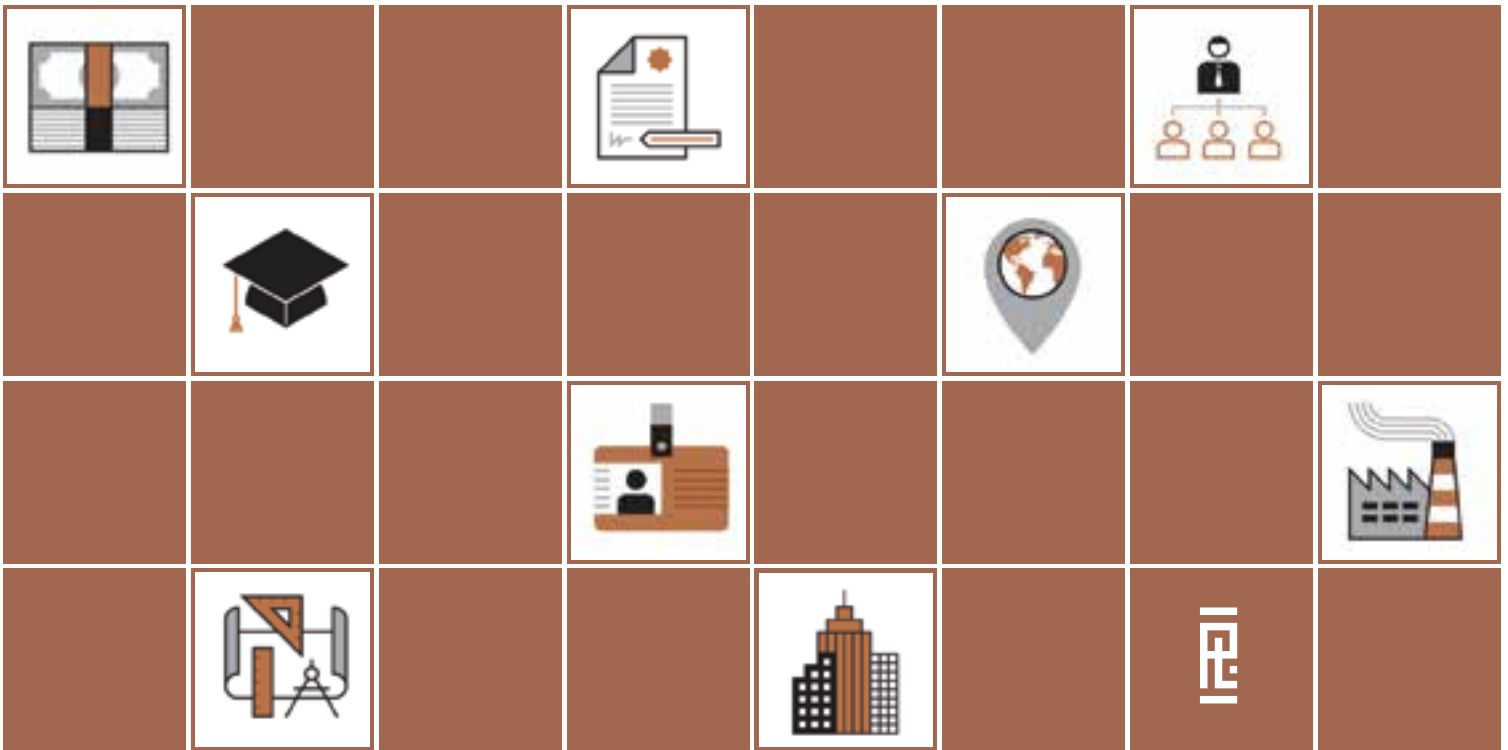
32. LITTLER MENDELSON P.C.

375 Woodcliff Drive
Fairport, N.Y. 14450
(585) 203-3400

www.littler.com
Other WNY locations: NA
Number of lawyers in Western New York: 9
Number of partners in Western New York: 4
Number of female partners: 3
Number of minority partners: 0
Number of support staff (including paralegals):
5
Average starting salary for associates: NA
Annual billable hours expected of associates:
NA
Managing partner or managing partner equivalent: Trent Sutton

33. ERNSTROM & DRESTE LLP

925 Clinton Square
Rochester, N.Y. 14604
(585) 473-3100
www.ernstromdreste.com
Other WNY locations: NA
Number of lawyers in Western New York: 8
Number of partners in Western New York: 5
Number of female partners: 1
Number of minority partners: 0
Number of support staff (including paralegals):
14
Average starting salary for associates: NA
Annual billable hours expected of associates:
NA
Managing partner or managing partner equivalent: Todd Braggins



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