

## Stable Clients Propelled Jackson Lewis' Demand and Revenue Growth in 2022

By Jessie Yount

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### What You Need to Know

- Jackson Lewis grew revenue 5.2% to \$579.6 million in 2022, while maintaining positive profits and net income.
- The firm neared the 1,000-attorney mark with 3.9% growth in head count, though its nonequity tier contracted.
- A great depth of need for labor and employment guidance, and a strong business side of the house, contributed to another successful financial year, according to chair Kevin Lauri.

With high demand, stable clients and studious expense management, Jackson Lewis saw revenue rise 5.2% to \$579.6 million and net income increase 5.4% to \$220 million in 2022.

Profits per equity partner ticked up 0.7% to \$752,000, even as the firm's equity partnership grew 4.7% to 293. Meanwhile, revenue per lawyer picked up 1.3% to \$618,000, despite 3.9% growth in total lawyer head count to 938.

"It was another great year," said Jackson Lewis chair Kevin Lauri. "All of our metrics were up, but really, it was a coming-together year."

The one metric where Jackson Lewis saw a decline in 2022 was its nonequity partner tier, where head count fell 10% to 169, due to promotions and some attrition.

The firm met as a partnership twice in Florida and San Diego, hosted its annual Corporate Counsel Con-



Courtesy photo

Kevin Lauri, chair, Jackson Lewis.

ference, and held a New York summit to bring together folks across the firm's New York footprint, which is its second-largest head count-wise, behind California.

"It was a great opportunity to reintroduce ourselves to each other after the long COVID nightmare," Lauri said.

Growth continued in the firm's four largest states, California, New York, Florida and Texas, with several lateral partner additions in Houston as well as in newer offices in Riverside and Silicon Valley.

Most recently, the firm added its newest office in Nashville at the start of 2022. With the new location, the firm made the decision to eliminate its office in

Memphis, Tennessee. It also closed an office in Honolulu, after determining that a good deal of the work attached to the office was for companies based on the mainland or internationally.

Jackson Lewis continued to hire to meet demand for a stable client base, Lauri said, noting the firm is “positioned to handle every single piece of workplace law” for its clients.

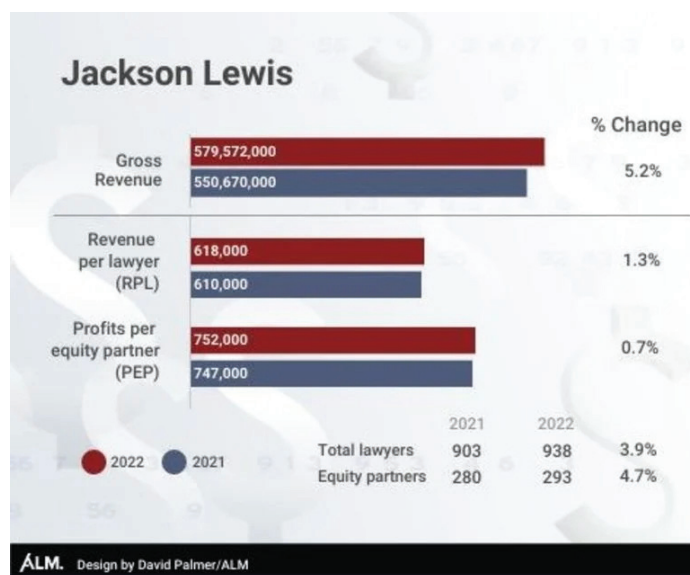
In recent years, Jackson Lewis has invested in its ERISA complex litigation practice and added a trials and appeals group to put further strength behind its trial bench, he said.

Last year, the trials and appeals group obtained a \$7.5 million verdict for general contractor Modern Remodeling (MRI) after a four-week federal jury trial, proving MRI’s claims of unfair competition. In connection to the motion, MRI was awarded over \$112,000 of legal fees. It also defended Anheuser-Busch in an alleged harassment and gender discrimination case, helping the client avoid all damages in a successful defense verdict.

Lawyers also secured a trial victory for Capital Inventory, which brought claims for breach of contract, trade secrets violations, breach of fiduciary duty and tortious interference against two former employees who formed a new company while still working for Capital Inventory. On the eighth day of trial, the jury rendered a verdict in favor of Capital Inventory on all claims, awarding more than \$2.53 million in damages. Court records show that attorneys’ fees for Capital Inventory exceeded \$1 million for the work.

Rate increases remained steady, Lauri added.

“We view our clients as partners and we work with them on rates,” he said. “Inflation has been a bit of an issue, we’re raising salaries for not just our associates but our staff. So we’ve met with our clients and made the business case for regular rate increases.”



Jackson Lewis had three associate salary adjustments between 2021 and 2022, which helped the firm stabilize and attract new talent, he added.

Asked about the firm’s positive profit growth in a challenging year for many law firms, Lauri attributed the performance in large part to a well-run business side of the house.

“We had profit growth even though we added more partners, which is a testament to all the folks running the business side,” Lauri said, noting the firm has added several c-suite positions in recent years.

The firm elevated its director of professional development, Tammie Garner, to chief legal performance officer in 2022 and hired a wellness director. That came on the heels of new data, DEI, communications and marketing officers in 2021.

“We’re excited about where we’re headed,” Lauri added. “The wind is at our backs. Our lawyers are working hard and getting new business. We add 6,000 clients per year.

“L&E sounds small, but the depth of what our clients need in this space provides lots of opportunities.”

# JacksonLewis