

Sonia Menon

Chief Operating Officer

OVERVIEW

Sonia Menon is the Chief Operating Officer at Neal Gerber Eisenberg, where she leads the management of the operations of the firm, including information technology, space planning and facilities, human resources and talent management, knowledge management and marketing. She has overall responsibility for the design and implementation of the firm's corporate social responsibility program, talent management initiatives and operating policies for lawyers and staff at the firm. She provides strategic advice to the firm's leadership to ensure that the recruitment, development, advancement and diversity policies and programs are aligned to support the firm's strategic agenda. She champions the firm's wellness efforts, overseeing year-round programming and benefits that holistically serve NGE's employees.

Ms. Menon chairs the firm's Sustainability Committee, and is an active member of the firm's Diversity & Inclusion Committee, Women's Network, and Hiring Committee, developing new initiatives to enhance the advancement and retention of women and minority lawyers. Ms. Menon has been published in periodicals such as Huffington Post, Thomson Reuters, Diversity Journal and Bloomberg Law. She has been a featured speaker on subjects relating to pathways to create a sustainable legal organization, the new normal, law firm economics, diversity and inclusion, the #MeToo movement, managing a multigenerational workforce, and alternate career models.

In 2023 Ms. Menon received the Step Up Inspiration Award for her commitment to mentorship, gender equity and her work designing the firm's corporate social responsibility program. She was also named one of 25 Mentors of the



smenon@nge.com

D. (312) 269-8079



Year by Step Up. In 2022, Ms. Menon was named among the Crain's Chicago Business Notable Leaders in Sustainability and in 2020, Ms. Menon was named among the Crain's Chicago Business Notable Women Executives Over 50. In 2014, Ms. Menon was named to the Profiles in Diversity Journal list of Women Worth Watching.

Ms. Menon serves on the Chicago and National Boards of the All-Stars Project, a not-for-profit organization focused on outside of school development for underprivileged youth, and will take over as Chair of the Chicago Board in 2025. She serves on the Advisory Board of Profit Recovery Partners. Ms. Menon is an active member of NALP and has held various leadership roles over the years. She is also actively involved with Vorgate, an ESG firm, the Society for Human Resource Management, Lesbian and Gay Bar Association of Chicago, the Human Rights Campaign and the International Legal Technology Association. Ms. Menon graduated with an honors degree in Psychology, and is an alumnus of Harvard Business School Executive Education.

NEWS & INSIGHTS

March 4, 2025 Firm News

NGE COO Sonia Menon Appointed Chair of the ASP of Chicago Board