## Basic Information

**Key Tower**
127 Public Square, Suite 2000
Cleveland, OH 44114-1214

**Organization Size:** 940

**Office Size:** 168

**Hiring Attorney:**
Ms. Lisa Ghannoum

**Recruiting Contact:**
Mrs. Kylie Karpel
Recruiting Manager
Key Tower
127 Public Square, Suite 2000
Cleveland, Ohio (OH) 44114-1214
United States

Phone: 216-861-7479
kkarpel@bakerlaw.com

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## Lawyer Demographics

<table>
<thead>
<tr>
<th></th>
<th>Partner/Member</th>
<th>Associates</th>
<th>Counsel</th>
<th>Non-traditional Track/Staff Attorneys</th>
<th>Summer Associates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Men</td>
<td>68</td>
<td>28</td>
<td>7</td>
<td>7</td>
<td>11</td>
</tr>
<tr>
<td>Women</td>
<td>20</td>
<td>17</td>
<td>6</td>
<td>9</td>
<td>6</td>
</tr>
<tr>
<td>Non-binary</td>
<td>NC</td>
<td>NC</td>
<td>NC</td>
<td>NC</td>
<td>NC</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>88</strong></td>
<td><strong>45</strong></td>
<td><strong>13</strong></td>
<td><strong>16</strong></td>
<td><strong>17</strong></td>
</tr>
</tbody>
</table>

### Latinx
- **Men:**
  - 1
  - 0
  - 0
- **Women:**
  - 0
  - 1
  - 0

### White
- **Men:**
  - 67
  - 27
  - 7
  - 6
- **Women:**
  - 19
  - 15
  - 6
  - 7

### Black or African American
- **Men:**
  - 0
  - 1
  - 0
  - 0
- **Women:**
  - 0
  - 1
  - 0

### Native Hawaiian or Other Pacific Islander
- **Men:**
  - 0
  - 0
  - 0
- **Women:**
  - 0
  - 0

### Asian
- **Men:**
  - 0
  - 0
  - 0
- **Women:**
  - 1
  - 0

### Native American or Alaska Native
- **Men:**
  - 0
  - 0
  - 0
- **Women:**
  - 0
  - 0

### 2 or More Races
- **Men:**
  - 0
  - 0
  - 0
  - 1
- **Women:**
  - 0
  - 0

### Persons with Disabilities
- **Men:**
  - NC
  - NC
  - NC
  - NC
- **Women:**
  - NC
  - NC

### LGBTQ
- **Men:**
  - 1
  - 1
  - 1
- **Women:**
  - 0
  - 0

### Veteran
- **Men:**
  - 3
  - 1
  - 1
- **Women:**
  - 0
  - 0

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## Compensation & Benefits

**2020 compensation for entry-level lawyers ($/year):** 155,000

**Summer Compensation**
- **2020 compensation for Post-3Ls ($/week):** 2,980
- **2020 compensation for 2Ls ($/week):** 2,980
- **2020 compensation for 1Ls ($/week):** 2,980

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## Partnership & Advancement

Does the firm have two or more tiers of partner? **No**

If no, how many years is the partnership track? **9**

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For more details, visit [www.nalpdirectory.com](http://www.nalpdirectory.com)

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Pro Bono/Public Interest

Kylie Karpel
Recruiting Manager
216-861-7479
kkarpel@bakerlaw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year 1.7
Average Hours per Attorney last year 54.0
Percent of associates participating last year 70.0
Percent of partners participating last year 37.0
Percent of other lawyers participating last year 28.3

Professional Development

Evaluations Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No
Rotation for junior associates between departments/practice groups? Yes
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? No

HIRING & RECRUITMENT

<table>
<thead>
<tr>
<th>LAWYERS</th>
<th>Began Work In</th>
<th>Expected</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2018</td>
<td>2019</td>
</tr>
<tr>
<td></td>
<td>Prior Summer Associates</td>
<td>Prior Summer Associates</td>
</tr>
<tr>
<td>Entry-level</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td>Entry-level (non-traditional track)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Lateral Partners</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Lateral Associates</td>
<td>9</td>
<td>4</td>
</tr>
<tr>
<td>All Other Laterals (non-traditional track)</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>Post-Clerkship</td>
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<td>0</td>
</tr>
<tr>
<td>LL.M.s (U.S.)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>LL.M.s (non-U.S.)</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>SUMMER</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Post-3Ls</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2Ls</td>
<td>9</td>
<td>2</td>
</tr>
<tr>
<td>1Ls</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

Number of 2019 Summer 2Ls considered for associate offers 10
Number of offers made to summer 2L associates 10

General Hiring Criteria

Our culture is characterized by integrity, collegiality, sensibility, diversity and professional excellence. We strive toward innovation and building quality, long-standing client relationships. We seek to hire individuals who display these values.

General Practice Areas

<table>
<thead>
<tr>
<th>GENERAL PRACTICE AREAS</th>
<th>EMPLOYER’S PRACTICE GROUP NAME</th>
<th>NO. OF PARTNERS/MEMBERS</th>
<th>NO. OF COUNSEL</th>
<th>NO. OF ASSOCIATES</th>
<th>NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR</th>
<th>NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Privacy and Data Security</td>
<td>Digital Assets &amp; Data Management</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>0</td>
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</tr>
<tr>
<td>Business, Corporate</td>
<td>Business</td>
<td>28</td>
<td>1</td>
<td>11</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Litigation</td>
<td>Litigation</td>
<td>25</td>
<td>4</td>
<td>17</td>
<td>13</td>
<td></td>
</tr>
<tr>
<td>Intellectual Property</td>
<td>Intellectual Property</td>
<td>4</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Labor and Employment</td>
<td>Labor &amp; Employment</td>
<td>9</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>
Diversity & Inclusion

Diversity Contact: Ms. Kylie Karpel
Diversity Website/URL: http://www.bakerlaw.com/diversity/firmdiversity

Organization Narrative

OUR FIRM. With a national reach and an exceptional commitment to legal innovation, BakerHostetler helps clients address their most complex and critical business and regulatory issues. We take an enterprise risk approach to client service, strategically invest in legal technology and prioritize inclusion, diversity and integrity as the bedrock of our firm's mission. We have six core national practice groups - Business, Digital Assets & Data Management, Labor & Employment, Intellectual Property, Litigation and Tax and have nearly 1,000 lawyers coast to coast. Our tax, litigation and business practices are nationally recognized and we are at the forefront of data privacy and digital law. Our principles remain the creation of successful, long-term relationships with clients, a dedication to the profession and a desire to be good corporate citizens in the communities where we live and work.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.

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