

### 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

### 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

### Partnership & Advancement

Does the firm have two or more tiers of partner? No  
If no, how many years is the partnership track? 9

### Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	68	28	7	7	11
	Women	20	17	6	9	6
	Non-binary	NC	NC	NC	NC	NC
	<b>Total</b>	<b>88</b>	<b>45</b>	<b>13</b>	<b>16</b>	<b>17</b>
<b>Latinx</b>	Men	1	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>White</b>	Men	67	27	7	6	8
	Women	19	15	6	7	4
	Non-binary	NC	NC	NC	NC	NC
<b>Black or African American</b>	Men	0	1	0	0	2
	Women	0	1	0	1	0
	Non-binary	NC	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	1	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Asian</b>	Men	0	0	0	0	0
	Women	1	0	0	0	1
	Non-binary	NC	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>2 or More Races</b>	Men	0	0	0	0	1
	Women	0	0	0	1	1
	Non-binary	NC	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
<b>LGBTQ</b>	Men	1	1	1	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
<b>Veteran</b>	Men	3	1	1	1	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC

## 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

LAWYERS	Began Work In				Expected 2020
	2018	Prior Summer Associates	2019	Prior Summer Associates	
Entry-level	6	6	7	7	8
Entry-level (non-traditional track)	10	0	0	0	0
Lateral Partners	0	0	1	0	0
Lateral Associates	9	0	4	0	3
All Other Laterals (non-traditional track)	5	0	2	0	2
Post-Clerkship	2	0	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	0
2Ls	9	2	10	0	17
1Ls	0	0	0	0	0

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

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Privacy and Data Security	Digital Assets & Data Management	2	1	0	0	0
Business, Corporate	Business	28	1	11	0	0
Litigation	Litigation	25	4	17		13
Intellectual Property	Intellectual Property	4	0	0	0	1
Labor and Employment	Labor & Employment	9	0	2	0	0

<b>Tax</b>	Tax, Personal Planning & Employee Benefits	19	7	2	0	2
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## 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.

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

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