

Basic Information

811 Main Street
Suite 1100
Houston, TX 77002-6111
Organization Size: 940
Office Size: 89
Hiring Attorney:
Ms. Marie Carlisle

Recruiting Contact:
Ms. Monique Mahler
HR Manager
811 Main Street
Suite 1100
Houston, Texas (TX) 77002-6111
United States
Phone: 713-646-1337
mmahler@bakerlaw.com

Compensation & Benefits

2020 compensation for entry-level lawyers (\$/year) 190,000

Summer Compensation

2020 compensation for Post-3Ls (\$/week) 3,653
2020 compensation for 2Ls (\$/week) 3,653
2020 compensation for 1Ls(\$/week) 3,653

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	31	10	0	3	1
	Women	5	24	3	7	3
	Non-binary	NC	NC	NC	NC	NC
	Total	36	34	3	10	4
Latinx	Men	0	0	0	0	0
	Women	0	2	0	0	0
	Non-binary	NC	NC	NC	NC	NC
White	Men	27	7	0	2	1
	Women	5	16	3	2	2
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	3	1	0	1	0
	Women	0	5	0	4	1
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	1	1	0	0	0
	Women	0	1	0	1	0
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	5	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC

Pro Bono/Public Interest

Monique Mahler
 HR Manager
 713-646-1337
 mmahler@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	2	2	2	2	0
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	0	0	1	0	3
Lateral Associates	9	0	8	8	3
All Other Laterals (non-traditional track)	13	0	9	3	0
Post-Clerkship	0	0	0	0	0
LL.M.s (U.S.)	1	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	4	0	3	0	4
1Ls	0	0	0	0	0

Number of 2019 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

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. Candidates are asked to submit a resume, recent law school transcript and a writing sample.

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	0	3	0	0
Business, Corporate	Business	7	1	7	0	0
Labor and Employment	Labor & Employment	3	1	2	0	0
Litigation	Litigation	24	1	22	0	10

Diversity & Inclusion

Diversity Contact: Ms. Monique Mahler

Diversity Website/URL: <http://www.baker-hostetler.com/Pages/welcome.aspx>

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. The Houston office client base is also international and we have the knowledge and expertise to handle international arbitrations, treaties and conventions. ASSOCIATE HIRING. The Houston office currently plans to hire 4 2020 summer associates.

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