

### Basic Information

200 South Orange Avenue  
Suite 2300 SunTrust Center  
Orlando, FL 32801-3432  
Organization Size: 940  
Office Size: 56  
**Hiring Attorney:**  
Mr. Michael Wilde

**Recruiting Contact:**  
Ms. Kelly Searcy  
Recruiting Coordinator  
200 South Orange Avenue  
Suite 2300 SunTrust Center  
Orlando, Florida (FL) 32801-3432  
United States  
**Phone:** 407-649-4000  
ksearcy@bakerlaw.com

### Compensation & Benefits

|   |         |
|---|---------|
| 2020 compensation for entry-level lawyers (\$/year) | 125,000 |
| <b>Summer Compensation</b>                          |         |
| 2020 compensation for Post-3Ls (\$/week)            | 2,403   |
| 2020 compensation for 2Ls (\$/week)                 | 2,403   |
| 2020 compensation for 1Ls(\$/week)                  | 2,403   |

### 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            | 29         | 6       | 1                                     | 0                 | 1  |
|  | Women          | 8          | 11      | 4                                     | 0                 | 2  |
|  | Non-binary     | NC         | NC      | NC                                    | NC                | NC |
|  | Total          | 37         | 17      | 5                                     | 0                 | 3  |
| <b>Latinx</b>                                    | Men            | 1          | 1       | 0                                     | 0                 | 0  |
|  | Women          | 1          | 1       | 0                                     | 0                 | 0  |
|  | Non-binary     | NC         | NC      | NC                                    | NC                | NC |
| <b>White</b>                                     | Men            | 28         | 5       | 1                                     | 0                 | 1  |
|  | Women          | 7          | 9       | 4                                     | 0                 | 1  |
|  | Non-binary     | NC         | NC      | NC                                    | NC                | NC |
| <b>Black or African American</b>                 | Men            | 0          | 0       | 0                                     | 0                 | 0  |
|  | Women          | 0          | 1       | 0                                     | 0                 | 1  |
|  | Non-binary     | NC         | NC      | NC                                    | NC                | NC |
| <b>Native Hawaiian or Other Pacific Islander</b> | Men            | 0          | 0       | 0                                     | 0                 | 0  |
|  | Women          | 0          | 0       | 0                                     | 0                 | 0  |
|  | Non-binary     | NC         | NC      | NC                                    | NC                | NC |
| <b>Asian</b>                                     | Men            | 0          | 0       | 0                                     | 0                 | 0  |
|  | Women          | 0          | 0       | 0                                     | 0                 | 0  |
|  | 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                 | 0  |
|  | Women          | 0          | 0       | 0                                     | 0                 | 0  |
|  | 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          | 0       | 0                                     | 0                 | 0  |
|  | Women          | 0          | 0       | 0                                     | 0                 | 0  |
|  | Non-binary     | NC         | NC      | NC                                    | NC                | NC |
| <b>Veteran</b>                                   | Men            | 2          | 0       | 0                                     | 0                 | 0  |
|  | Women          | 0          | 0       | 0                                     | 0                 | 0  |
|  | Non-binary     | NC         | NC      | NC                                    | NC                | NC |

## Pro Bono/Public Interest

Kelly Searcy  
 Recruiting Coordinator  
 407-649-4000  
 ksearcy@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?                                | 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<br>2020 |
|--|---------------|-------------------------|------|-------------------------|------------------|
|  | 2018          | Prior Summer Associates | 2019 | Prior Summer Associates |                  |
| Entry-level                                | 0             | 0                       | 3    | 3                       | 2                |
| Entry-level (non-traditional track)        | 0             | 0                       | 0    | 0                       | 0                |
| Lateral Partners                           | 1             | 0                       | 0    | 0                       | 0                |
| Lateral Associates                         | 0             | 0                       | 3    | 0                       | 1                |
| All Other Laterals (non-traditional track) | 1             | 0                       | 1    | 0                       | 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                |
| <b>SUMMER</b>                              |               |                         |      |                         |                  |
| Post-3Ls                                   | 0             | 0                       | 0    | 0                       | 0                |
| 2Ls  | 4             | 0                       | 2    | 0                       | 3                |
| 1Ls  | 0             | 0                       | 1    | 0                       | 0                |

Number of 2019 Summer 2Ls considered for associate offers 2

Number of offers made to summer 2L associates 2

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 when contacting the office for employment opportunities.

## 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 |
|------------------------|--|-------------------------|----------------|-------------------|---|--|
| Business, Corporate    | Business                                   | 20                      | 4              | 6                 | 0   | 0  |
| Labor and Employment   | Labor & Employment                         | 5                       | 1              | 5                 | 0   | 0  |
| Litigation             | Litigation                                 | 11                      | 0              | 6                 | 0   | 0  |
| Tax                    | Tax, Personal Planning & Employee Benefits | 1                       | 0              | 0                 | 0   | 0  |

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## Diversity & Inclusion

**Diversity Contact:** Ms. Kelly Searcy

**Diversity Website/URL:** <http://www.bakerlaw.com/diversity/firmdiversity>

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## 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. OUR PRACTICE. In addition to the more traditional practice areas such as Tax, Securities, Business, Real Estate, Labor and Litigation, Orlando's dramatic growth has spawned specialty practice areas in Real Estate.

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