Lateral Moves

Stories from 7 New Partners

BakerHostetler
Why BakerHostetler?

“As an attorney who lateraled to the firm, I am frequently asked that question and my answer is always the same — if you want to grow as a lawyer and be part of a team with all the resources and support you could need to better serve your clients, this is the place for you. It’s really that simple.”

Lawyers who choose to come to BakerHostetler have that desire. They come here because they know that whatever the issue, whatever the location, their client will be taken care of by experienced colleagues who view each and every client matter as their own. They know our culture attracts, respects and rewards team players, and they want to be part of a successful team. They understand that the firm is committed to supporting an environment that allows their entrepreneurial spirit to thrive.

Laterals who join our firm have done their due diligence. They know that we are regularly recognized for our unwavering commitment to client service and the demonstrable value we provide. They know of our national platform and our industry-leading practices. They also know of our focus on innovation and our work in the legal practice areas of tomorrow — in fact, our fastest growing practice teams are in areas of the law that barely existed a decade ago.

Those who join BakerHostetler know our culture presents terrific cross-selling opportunities because of how seamlessly our attorneys work with each other across offices and practices — all because we understand the clients’ business and have the ability to meet their needs, no matter how large or complex.

A key component to our successful strategic growth as a law firm is our absolute commitment and focused approach to fully integrating laterals, from individual attorneys to large groups. And it is all backed by a firm with a strong balance sheet and a debt-free financial structure.

Don’t take just my word for it. Read the stories of lawyers who understood what our full-service platform, innovation focus and truly collaborative culture could mean for their practices and their clients. If you see yourself in their stories, then BakerHostetler is the place for you.

Paul M. Schmidt, Chairman
Several years ago, Ted Kobus found himself at the center of a practice that was hot and getting hotter. High-profile data breaches were starting to surface regularly, and issues of data privacy and security were top of mind for executives all over the world. Simply put, to serve them effectively, Ted recognized that he needed a more robust platform and a support system to match—a realization that was dawning on his clients as well.

Clearly, New York was the right place to be, and the firm he chose needed to offer his clients the diverse and integrated services and the reputation of major New York firms. While he wanted the reach and resources of a large multi-office firm, Ted also wanted a collaborative culture in which he and his clients could thrive—a place where “I would enjoy going to work every day.”

Everything about BakerHostetler felt good. The firm has a large New York office, and “it’s a place where you aren’t surrounded by a lot of sharp elbows.” He was eager to give up the role of “one-man band,” and BakerHostetler offered Ted tremendous client-service support, including the ability to offer them a full range of legal services beyond privacy and data security.

But more than that, in BakerHostetler he now had a national platform with a firm that “got it,” that completely understood the huge potential of his practice and was committed to its growth. Creative marketing ideas were always welcome, and the firm underwrote a highly successful series of industry roundtables and webinars that attracted hundreds of companies, many of which subsequently became firm clients.

Ted’s practice doubled in his first year at the firm, then doubled again in his second year. Now, as privacy and data security top the agenda in boardrooms everywhere, Ted’s practice can scale with the need. It’s a win-win-win: for Ted, for his clients, and for BakerHostetler.
"I have no problem attracting laterals to our practice now. I tell them 'the firm gets it.' When I joined, the firm understood very quickly what I needed to capitalize on the platform and grow the practice. And it has seen the growth. BakerHostetler has supported my practice and together we've enjoyed the significant growth we envisioned."
“I had worked with some of the BakerHostetler lawyers before on the other side of cases, and they were always professional—and nice. Everybody seemed to work really well together and if somebody wasn’t available, the next person would pick up the slack. Since I’ve been here, there isn’t one person who I’ve asked to help me that said no.”
It took Elizabeth Green a full year to decide to come to BakerHostetler. It’s not that she was not considering a move—she was. The problem was that she was far too busy. It was 2009. The world financial system had crashed, the nation’s economy was tanking, and companies were failing right and left. For a bankruptcy lawyer like Elizabeth, it was boom time. She had no time to fully contemplate a change of firms.

Still, BakerHostetler had much to offer. There was, first and foremost, an enviable depth in the areas that complemented Elizabeth’s practice. Bankruptcies frequently involve a host of ancillary legal issues—real estate, tax, labor and employment, environmental, land use, litigation, and more—and she was gratified to see that the firm was strong in every one of them.

Beyond that, she was attracted to the culture, which was collaborative and client-service focused, and among the best she’d seen.

BakerHostetler has lived up to Elizabeth’s expectations. She now has five bankruptcy lawyers working with her in Orlando. She has a national platform that brings her cases she would never otherwise have gotten. She has access to an e-discovery team that allows her to take cases that were previously too large for her to contemplate. She can draw freely on the enormous resources of the firm, especially the nationwide bankruptcy practice of which she is now an integral part. She works regularly with every practice group that dovetails with her own. And she is a member of the firm’s Policy Committee.

Some of Elizabeth’s clients were nervous at first, fearing a big national firm might mean higher billing rates and less attention. Instead, the additional resources have created efficiencies that result in more attention, not less. For Elizabeth and her clients, the move has been a success on every level.
Returning to private practice after seven and a half years in the U.S. Attorney’s Office presented Carole Rendon with some unique challenges. As the former U.S. Attorney for the Northern District of Ohio, Carole was, after all, not bringing business with her. She was barred for two years from litigating against her old office, and she felt that both she and the firm would need to take a leap of faith to confirm that the fit was a good one.

They needn’t have worried. Between her former pre-government clients—who were glad to have her back—and the firm’s busy white collar litigation practice, Carole hit the ground running and has never looked back.

While a national platform was essential to Carole’s choice of law firm, she was nonetheless surprised by what she calls the “massive bench strength” she found at BakerHostetler. She now has partners with every sort of skill set she could imagine—all just a phone call away, all willing to drop everything to help her. This is a level of collaboration she had never seen before in private practice, and she took to it immediately. She now works seamlessly, on a daily basis, with professionals across our national footprint.

But Carole’s biggest surprise has been the unqualified support she’s received for the community-based work she considers a cornerstone of her professional life. She has long been deeply immersed in groups and programs dedicated to addressing youth violence and diversity in the legal profession. She served on the judicial selection commission, vetting prospective judges for Ohio’s two U.S. senators. These efforts routinely involve significant non-billable hours, but Carole thinks of them as vital to the common good. She quickly saw that firm management feels exactly the same way—far from merely tolerating her pro bono work, they have given her unqualified encouragement.

Carole is still finding out things about her new firm. She’s impressed with our cybersecurity practice, an area constantly exposed to litigation—and in dire need of litigators. She considers our healthcare capabilities among the best in the country, which is especially important to clients in the Cleveland area. She regularly draws on the services of our e-discovery advocacy and management practice, largely eliminating the need for outside vendors.

But above all, it’s the culture of collaboration—and the likable people who make up that culture—that make BakerHostetler, for Carole, a wonderful, supportive place to work.
“As stressful and as busy as the practice of law is, being surrounded by people who actually like each other and are supportive of one another is priceless. I don’t believe you find that in a lot of large firms. It’s not a zero-sum game here. It is very much a team sport. And for me, as a person, it is critically important that I feel that way when I go to work.”
In 2011, Adam Skilken was looking for a law firm that could help him take his business to the next level. A Chicago-based transaction lawyer with a thriving practice representing private equity firms and their portfolio companies, it didn’t take long for him to see that BakerHostetler was just such a firm. When he joined us that year, he immediately fit into our culture of collaboration.

From his first day on the job, Adam found himself teaming up with lawyers from all over the country, every one of them willing to jump in and lend a hand with anything he needed. Taking full advantage of our national platform, he now works on a daily basis with partners and associates across the firm—from different practices, offices and time zones.

Adam’s ability to draw on the expertise of his colleagues, often from lower-cost markets, has enabled him to provide efficient service and an outstanding value proposition across a broad spectrum of practice areas. His private equity clients—all of whom are sophisticated consumers of legal services—count on him to match the right lawyer to the right job in a timely, seamless fashion.

As Adam’s practice has continued to thrive, he has been impressed with the firm’s affinity for leading-edge legal services, including privacy and data security, artificial intelligence, blockchain and other tech-forward practices. He knows that with a single phone call, he can bring a client up to speed on trends and case law for virtually any subject.

To Adam’s way of thinking, BakerHostetler is the best of both worlds—it combines the dynamism and innovation of a smaller firm with the depth, sophistication and expertise of a strong national platform. As the firm continues to grow, Adam knows he will be a part of that growth for many years to come.
Making a lateral move to a new firm is one thing. Making a lateral move with more than 30 other lawyers is quite another. But that’s exactly what Joann Gallagher Jones found herself doing—moving with her entire group to a new home in our Atlanta office, more than doubling its size.

A real estate lawyer focused on healthcare, Joann has for years worked closely with an integrated team serving that rapidly-changing industry in a number of capacities: regulatory, transactional, compliance, corporate, real estate and litigation. The group was attracted to BakerHostetler, both for our thriving national healthcare practice, and for our ability to complement their service offering, especially in tax and antitrust. They knew they would be joining an office with a strong foundation, a stellar reputation and one committed to their success.

But beyond that, they were impressed by what they saw as our no-nonsense management style, combining strong national leadership with an unusual degree of autonomy in the individual offices.

As managing partner of the newly expanded Atlanta office, Joann remains impressed by how completely she and her colleagues have been welcomed into the BakerHostetler community.

She describes the moving-in experience as a “full-court press” by the entire firm. The meet-and-greets were frequent and substantive. Everyone pitched in to assure quick assimilation—especially the IP attorneys up and down the hall, who suddenly had several dozen new colleagues.

Teams of support people descended on Atlanta with the resources to make sure everyone had what they needed. The national platform that had so attracted the group was performing for them in real time.

Then, six months to the day after Joann’s group moved in, BakerHostetler entered its 100th year as a law firm. The group decided that, despite their newcomer status, they did not want to be passive viewers of this celebration. They held themed events every quarter, each dedicated to understanding the history of the firm. They embraced the firm’s longevity as their own, and Joann clearly feels the firm has embraced them in return.

As a former telecommuter, then a part-time attorney, then finally—once her children were older—a full-time partner, Joann knows well the pressures facing working women in their child-rearing years. She feels strongly that a law firm must, for its own good, help all employees—not just women—find a schedule that lets them live fulfilled and committed lives. For a firm to invest in talent and develop that talent, then lose it simply because a 10-hour day in one location doesn’t match up with personal needs is, to Joann, counterproductive.

BakerHostetler, she finds, accommodates those needs, which can be a boon to performance. “We are a hard-charging office,” she says, “and our numbers bear that out.” After a year with Joann and her colleagues, you won’t hear any argument from us.
“We needed a firm that had solid management—with a decided lack of spin. We needed them to be intelligent and able to recognize and take advantage of opportunities quite nimbly—but with good strategic sense. BakerHostetler’s straightforward, direct manner of communication and information sharing was refreshing.”
Few people know more about the legal side of consumer brands than Linda Goldstein. When she was contemplating making a major move in early 2017, it was her own brand that was top of mind. Linda had built a stellar advertising practice over three decades and was understandably concerned about the level of support she would get in maintaining and growing her client base. In joining BakerHostetler, she found no reason to worry. Linda’s practice includes high-profile clients engaged in innovative advertising and marketing strategies across new and traditional media. It is a natural fit for the firm’s forward-looking initiatives in intellectual property, privacy and cybersecurity, retail, regulatory and M&A law. The opportunities to cross-sell were both self-evident and abundant, and she could see that the firm was methodically investing in what it believed would be a winning strategy well into the future.

She has since found that the tactics are as strong as the strategy. From day one, the support has come from all quarters – not just from other legal disciplines, but also from savvy and sophisticated marketing and business development, tech-forward work processes, and a staff of professionals eager to help. Linda has heard many law firms speak of their collaborative culture, but this is one firm where those words clearly mean something.

Prior to joining, Linda did her due diligence. And everything she learned about the firm – from its lawyers, as well as from clients, colleagues and recruiters – has been right on the money. The management is strong and strategic, the national platform is a major competitive asset, and teamwork is deeply embedded in the culture. Linda has no doubts that BakerHostetler believes in, commits to, and invests in its laterals.

Linda A. Goldstein
Advertising, Marketing and Digital Media

“The New York office and the firm know where they are going—building solid practices in areas of the law that are clearly positioned for long-term growth, while at the same time creating synergies between and among them. So while they didn’t have an advertising practice, they knew exactly why they wanted one and how it would fit into the firm.”
He could have gone anywhere. After 30 years of small firms, big firms, and—most recently—his own firm, Jay Krupin had reached the top, with blue-chip corporations constantly turning to him for complex, bet-the-company labor relations representation. That he chose to come here was great news for BakerHostetler and, perhaps, instructive to other laterals contemplating a similar move.

Jay was looking for three specific qualities in a law firm—not necessarily in this order. The first was a culture that attracted direct, creative, and collaborative people. The second was an established major labor relations practice. The third was a firmwide national platform in which all offices interacted seamlessly, and where no lawyer was siloed either geographically or by discipline. He found all three in BakerHostetler.

But while all these qualities were necessary, they were not sufficient. Marketing is especially important to Jay, and he liked that BakerHostetler was as eager as he was to bring his highly successful labor relations master classes to a national audience. Conducted in New York, Chicago, and Los Angeles, these classes have been attended by professionals from well over 200 major corporations, most of which have been represented by their presidents, CEOs, and CFOs. A high-end review of complex labor issues, the sophistication level is underscored by the 14 full-time attorneys conducting the programs. Half the attendees have been previous clients of BakerHostetler, and a significant number of new clients have come aboard as a result.

As for his practice, Jay represents major clients throughout major industries with a labor relations presence—hospitality, healthcare, media, food service, higher education—which means he regularly does business in every BakerHostetler office nationwide. So when he speaks of a seamless national platform—the kind he came to the firm for—it’s not a cliché. It’s a key factor in his career.
Here’s the point about laterals: Clients will follow lawyers, but the question is—do they stay? Does the firm support them? My clients have not only stayed, but the list is growing. I have no problem bringing clients to BakerHostetler.”
Recognized as one of the top firms for client service, BakerHostetler is a leading national law firm that helps clients around the world to address their most complex and critical business and regulatory issues. With five core national practice groups – Business, Employment, Intellectual Property, Litigation and Tax – the firm has more than 960 lawyers located in 14 offices coast to coast.