

### Basic Information

400 West Market Street Suite 3200  
Louisville, KY 40202  
Organization Size: 585  
Office Size: 161  
**Hiring Attorney:**  
Mr. Neal Shah

**Recruiting Contact:**  
Ms. Libby Naikelis  
Legal Recruiting Manager  
111 Monument Circle  
Suite 4500  
Indianapolis, Indiana (IN) 46259  
United States  
**Phone:** 3172373265  
lnaikelis@fbtlaw.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 140,000  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week)  
2024 compensation for 2Ls (\$/week) 2,700  
2024 compensation for 1Ls(\$/week) 2,700

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track?  
How many years is the equity track?

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	59	18	6	6	3
	Women	25	29	2	7	5
	Non-binary	0	0	0	0	1
	<b>Total</b>	<b>84</b>	<b>47</b>	<b>8</b>	<b>13</b>	<b>9</b>
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	56	17	6	5	3
	Women	24	25	2	7	3
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	2	0	0	0	0
	Women	0	0	0	0	1
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	0	1	0	0	0
	Women	1	3	0	0	1
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	1	0	0	1	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	2	2
	Women	0	3	0	0	1
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	2	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Jeffrey J. Mortier  
partner  
317-237-3866  
JMortier@fbtlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	0.77%
Average Hours per Attorney last year	10.98
Percent of associates participating last year	53.32%
Percent of partners participating last year	33.67%
Percent of other lawyers participating last year	31.44%

## Professional Development

Evaluations	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
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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls					
1Ls					

Number of 2023 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria

Good law school and undergraduate record; good initiative, team work and decision-making skills; examples of leadership roles or related work experience; handling multiple tasks successfully; exercising good judgment; good communication skills; outside activities.

## 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	Data, Digital Assets, & Technology	2				
Bankruptcy	Bankruptcy and Restructuring	2		1		
Business, Corporate	Bus Combinations/Capital Trans	9	1	3		

<b>Litigation</b>	Business Litigation	11	1	4
<b>Government, Regulatory, Administrative</b>	CivicPoint	1		
<b>Banking, Finance Business, Corporate</b>	CMBS Lending and Servicing	10		8
<b>Banking, Finance</b>	Commercial Finance	5		9
<b>Litigation</b>	Construction	1		
<b>Banking, Finance</b>	EDD			1
<b>Environmental</b>	Enviromental	2		1
<b>General Practice</b>	Firm General	1		1
<b>Intellectual Property</b>	Intellectual Property	2		
<b>Labor and Employment</b>	Labor and Employment	5	2	3
<b>Banking, Finance Business, Corporate</b>	Private Equity and Venture	2		2
<b>Litigation</b>	Product, Tort / Ins Litigation	12	1	6
<b>Banking, Finance</b>	Public Finance	2	1	1
<b>Real Estate, Land Use</b>	Real Estate	6	2	5
<b>Tax Trusts and Estates</b>	Tax, Benefits, and Estates	11		4

## Diversity & Inclusion

**Diversity Contact:** Mr. Ruben Smith

**Diversity Website/URL:** <http://www.frostbrowntodd.com/diversity-inclusion>

## Organization Narrative

### FIRM OVERVIEW

Frost Brown Todd is a full-service law firm with more than 585 lawyers operating in 17 offices across nine states and Washington, D.C. Dedicated to refining the art of client service, we leverage technical, industry and legal knowledge and hands-on experience to serve a diverse client base, from leading multinationals to small, entrepreneurial companies.

### CAREERS

Frost Brown Todd is always looking for bright, motivated individuals who exhibit high ethical and performance standards, possess exceptional communication and leadership skills, and will be valued contributors to both client and team successes. While a candidate's academic accomplishments and work history are important factors, qualities such as enthusiasm, intellectual curiosity, determination, integrity, and collegiality also weigh heavily in our selection process. As such, we don't just hire qualified people; we hire qualified people who share our values and will add to the diverse and collaborative culture of our firm. Visit [www.FrostBrownTodd.com/careers](http://www.FrostBrownTodd.com/careers) to learn more.

Because the advancement and retention of talent are paramount to the health of our firm, we invest in our people from the start, ensuring that new associates are incorporated into existing teams and have ready access to mentors and business development support. We also help early-career attorneys hone and market their skills through innovative training programs, secondments, and pro bono assignments. Additionally, to ensure a fluid career trajectory, we offer a combination of incentives and advancement opportunities, competitive compensation and benefits, together with policies that support flexible and remote working arrangements—all with the aim of promoting employee well-being and supporting our team members' growth as people and professionals.

**INCLUSION, DIVERSITY, EQUITY & BELONGING (IDEB)** Frost Brown Todd is a recognized leader among law firms with respect to advancing diversity, equity, and inclusion within the legal profession and beyond. Through various actions and commitments, as well as the input and engagement of colleagues across the firm, we continue to nurture an inclusive and collaborative environment that amplifies the best in each of us to get the best results for our clients.

Frost Brown Todd's leadership is further evident in the adoption of our newest pillar—*belonging*—making us one of the first law firms to not only hire a Chief Inclusion, Diversity, Equity and Belonging Officer, but to also formalize efforts specifically targeted to engaging the whole of firm in the responsibility we have to elevate the systems and structures supporting employee engagement, well-being, and active allyship in the workplace.

Outside the firm, our attorneys and business professionals also devote significant time and financial support to organizations focused on promoting equitable opportunities and outcomes for underserved communities. We take great pride in the recognition our firm has received to date, having been named a "Best Place to Work for LGBTQ Equality (Human Rights Campaign)" and a "Gold Standard" law firm (Women in Law Empowerment Forum) for several years running, as well as a "Top Performer" and "Compass Award" winner (Leadership Council on Legal Diversity).

More recently, Frost Brown Todd was part of a select group of law firms to achieve Mansfield Rule™ Plus Certification in recognition of our commitment to increasing diversity across all levels of the firm, particularly in leadership positions.

Visit [www.FrostBrownTodd.com/diversity-inclusion](http://www.FrostBrownTodd.com/diversity-inclusion) to learn more.

### COMMUNITY

At Frost Brown Todd, the work we do is grounded in a strong sense of civic responsibility. One of the ways we honor this responsibility is by devoting thousands of hours each year to various community engagement initiatives. Our attorneys and business professionals enthusiastically support, volunteer, and advocate for a diverse group of worthy organizations working to expand access to resources and opportunities and improve the lives of our fellow community members.

Whether it's doing pro bono work, spearheading an office fundraising campaign, or volunteering with like-minded community organizations, our team members are encouraged to support the causes they believe in and that make the best use of their personal and professional gifts.

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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