

Basic Information

200 W Madison Street
Suite 3900
Chicago, IL 60606
Organization Size: 106
Office Size: 125
Hiring Attorney:
Ms. Rachael Trummel

Recruiting Contact:
Ms. Rachael Trummel
Partner in Charge of Recruiting
200 W. Madison St.
Suite 3900
Chicago, Illinois (IL) 60606
United States
Phone: 312-629-5177
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Compensation & Benefits

2013 compensation for entry-level lawyers (\$/year) 160,000

Summer Compensation

2013 compensation for Post-3Ls (\$/week)

2013 compensation for 2Ls (\$/week)

2013 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track? 7.5
How many years is the equity track? 11.5

Pro Bono/Public Interest

Randall Oyler
Partner
312-984-3100
randall.oyler@bfkn.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
% Firm Billable Hours last year
Average Hours per Attorney last year
Percent of associates participating last year 77%
Percent of partners participating last year 50%
Percent of other lawyers participating last year

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? No
Does your organization have a coaching/mentoring program Yes
Does your organization give billable hours credit for training time? No

Lawyer Demographics

| | Partner/Member | Associates | Counsel | Staff Attorneys | Other Attorneys | Summer Associates |
|---|----------------|------------|---------|-----------------|-----------------|-------------------|
| | Men | 52 | 18 | 0 | 0 | 4 |
| | Women | 18 | 9 | 0 | 0 | 1 |
| | Total | 70 | 27 | 0 | 0 | 5 |
| Hispanic/Latino | Men | 1 | 0 | 0 | 0 | 0 |
| | Women | 0 | 1 | 0 | 0 | 0 |
| White | Men | 49 | 5 | 0 | 0 | 4 |
| | Women | 16 | 16 | 0 | 0 | 1 |
| Black/African American | Men | 1 | 0 | 0 | 0 | 0 |
| | Women | 1 | 1 | 0 | 0 | 0 |
| Native Hawaiian/Other Pacific Islander | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| Asian | Men | 0 | 2 | 0 | 0 | 0 |
| | Women | 1 | 2 | 0 | 0 | 0 |
| American Indian/Alaska Native | Men | 0 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| 2 or more races | Men | 1 | 0 | 0 | 0 | 0 |
| | Women | 0 | 0 | 0 | 0 | 0 |
| Persons with Disabilities | Men | NC | NC | NC | NC | NC |
| | Women | NC | NC | NC | NC | NC |
| LGBT | Men | 1 | 1 | NC | NC | NC |
| | Women | 1 | NC | NC | NC | NC |

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 |
|--|--------------------------------|-------------------------|----------------|-------------------|---|--|
| Arbitration, Dispute Resolution, Mediation | Litigation | | | | | |
| Banking, Finance | Financial Institutions | | | | | |
| Business, Corporate | Corporate & Securities | | | | | |
| Bankruptcy | Bankruptcy & Creditor Rights | | | | | |
| Intellectual Property | IP | | | | | |
| Labor and Employment | Compensation & Employment | | | | | |
| Litigation | Litigation | | | | | |
| Real Estate, Land Use | Real Estate | | | | | |
| Tax | Tax & Business Planning | | | | | |

HIRING & RECRUITMENT

| LAWYERS | Began Work In | | | | Expected |
|-------------------|---------------|-------------------------|------|-------------------------|----------|
| | 2011 | Prior Summer Associates | 2012 | Prior Summer Associates | 2013 |
| Laterals | 5 | 3 | 10 | 3 | 0 |
| Post-Clerkship | | | | | |
| Entry-level | | | | | 1 |
| LL.M.s (U.S.) | | | | | |
| LL.M.s (non-U.S.) | | | | | |
| SUMMER | | | | | |
| Post-3Ls | | | | | |
| 2Ls | | | | | 3 |
| 1Ls | | | | | |

Number of 2012 Summer 2Ls considered for associate offers 0

Number of offers made to summer 2L associates 0

General Hiring Criteria Although we consider a variety of factors in our summer associate and lateral associate hiring, successful candidate typically have excellent academic (graduating at the top of their class from a top tier law school) and professional credentials.

Diversity & Inclusion

RECRUITMENT METHODS

Diversity job fairs, Outreach to law student groups, Formal mentoring efforts, Firm diversity committee

Organization Narrative

In 1984, two highly respected law professors at Northwestern University and two former members of a prominent Chicago law firm set out to build a firm focused on developing strong client relationships while maintaining the highest quality of legal services. Knowing they were up against the deep pockets and resources of the large, established law firms, they were not deterred by the challenge ahead. In order for this law firm to succeed, they knew they needed to cultivate a working environment to attract and retain a team of exceptional lawyers and non-legal professionals reflective of the client relationships they ultimately intended to build.

These four innovators became the founders of Barack Ferrazzano Kirschbaum & Nagelberg LLP. They were soon joined by like-minded colleagues and the Firm has grown steadily ever since. With just over 100 lawyers from some of the most renowned firms and law schools in the U.S. (about half of whom have been with the Firm for more than a decade), Barack Ferrazzano is equipped with extraordinary talent to handle clients' complex, time-sensitive and high risk matters. Clients rely on our well-established roots in all aspects of corporate and securities, real estate, commercial litigation and financial services law, along with our comprehensive practices in compensation and employment, intellectual property, tax and bankruptcy to craft practical and effective solutions that meet their

challenges and needs. Almost 30 years later, Barack Ferrazzano continues to focus on its client relationships, delivering efficient, team-oriented services of the highest quality just as our founders envisioned.

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