

### Basic Information

233 E. Redwood Street  
Baltimore, MD 21202-3332  
Organization Size: 65  
Office Size: 65  
**Hiring Attorney:**  
Mr. John Morton

**Recruiting Contact:**  
Ms. Robyn Seabrease  
Human Resources Director  
233 East Redwood Street  
Baltimore, Maryland (MD) 21202  
United States  
**Phone:** 410-576-4286  
rseabrease@gflaw.com

### Compensation & Benefits

2015 compensation for entry-level lawyers (\$/year) 115,000

#### Summer Compensation

2015 compensation for Post-3Ls (\$/week)

2015 compensation for 2Ls (\$/week)

2015 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?

How many years is the equity track? Generally with the Firm 3 years and at the Bar 8 years, but is determined on a case by case basis.

### Pro Bono/Public Interest

Catherine Bledsoe  
Member  
410-576-4198  
cbledsoe@gflaw.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 39

Percent of partners participating last year 65

Percent of other lawyers participating last year 0

### 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

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? Yes

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 34	8	3	0	0
	Women 12	8	0	1	0
	Total 46	16	3	1	0
Hispanic/Latino	Men 0	1	0	0	0
	Women 0	1	0	0	0
White	Men 34	7	3	0	0
	Women 10	7	0	0	0
Black/African American	Men 0	0	0	0	0
	Women 1	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men 0	0	0	0	0
	Women 0	0	0	0	0
Asian	Men 0	0	0	0	0
	Women 1	0	0	1	0
American Indian/Alaska Native	Men 0	0	0	0	0
	Women 0	0	0	0	0
2 or more races	Men 0	0	0	0	0
	Women 0	0	0	0	0
Disabled	Men 0	0	0	0	0
	Women 0	0	0	0	0
Openly LGBT	Men 0	0	0	0	0
	Women 0	0	0	0	0

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Business, Corporate	Health Care	6		1	
Business, Corporate	Business Law	9		3	
Labor and Employment	Employment/ERISA	5	1	2	
Energy	Environmental/Energy	3		1	
Trusts and Estates	Estates and Trusts	2	1	2	
Family	Family Law	3		1	
Banking, Finance	Financial Services	9		3	
Government, Regulatory, Administrative	Government Relations	5		2	
Business, Corporate	Bankruptcy & Reorganization	3		1	
Intellectual Property	Intellectual Property/Technology	6		1	
Litigation	Litigation	9		5	
Litigation	Personal Injury	5		2	
Real Estate, Land Use	Real Estate	9		2	
Tax	Tax	2			
Real Estate, Land Use	Agricultural Law	6			

## HIRING & RECRUITMENT

	Began Work In				Expected
	2013	Prior Summer Associates	2014	Prior Summer Associates	2015
LAWYERS					
Laterals	2		4		5
Laterals (non-traditional track)					
Post-Clerkship			2		
Entry-level					1
Entry-level (non-traditional track)					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls					
1Ls					

Number of 2014 Summer  
2Ls considered for  
associate offers

Number of offers made to  
summer 2L associates

General Hiring Criteria

The Firm considers the candidate's professional skills and accomplishments in past work experience, community service, and business acumen. The Firm looks for candidates with a commitment to the Baltimore-Washington area who have excellent academic credentials, possess superior writing and oratory skills, and have strong interpersonal skills.

## Diversity & Inclusion

## Organization Narrative

Gordon Feinblatt LLC was established in 1953. The Firm serves business, professional and individual clients predominately doing business in Maryland. The Firm's lawyers handle complex matters which cover many of the most important and challenging areas of law. Regarded as one of the area's premier firms, many of our lawyers are noted by their peers and the business community as the leading practitioners in their fields. Housed in the historic Garrett Building in the heart of Baltimore's financial district, the Firm offers the advantages of city activities and up-to-date technology.

Our principal practice areas enable us to provide our clients with high quality, interdisciplinary counseling and include: Business and Securities Law, Litigation, Real Estate, Bankruptcy and Restructuring, Health Care, Labor and Employment, Environmental and Energy Law, Tax and Estate Planning, Financial Services,

Government Relations, Intellectual Property, Family Law and Agricultural Law.

Our lawyers are from diverse schools and backgrounds, adding to the collegial culture of our firm. We work hard and respect each other. We have a strong commitment in the responsibility of our lawyers to contribute to their community through pro bono activities such as representation of the indigent, public interest litigation and service as officers and directors on many non-profit, bar and civic organizations.

Associates at Gordon Feinblatt have the opportunity to work in a firm large enough to offer the support and training of experienced lawyers in virtually every legal field, yet at a size where individual attention to each associate's growth and development is a priority.

Our Recruitment Committee meets on a regular basis to evaluate applications. Applicants are invited to submit their resumes to us for in-office interviews. The candidates we seek have strong academic records in both law school and undergraduate work, as well as considerable strength and accomplishments in past work experience, community service and business acumen. The Firm looks for applicants with a commitment to Maryland.

Although we will not have a 2015 summer program, we have not yet made a decision as to whether we will have a 2016 summer program.

To learn more about us, or, for additional information, contact our Human Resources Director, Robyn Seabrease, at 410-576-4286 or by e-mail at [rseabrease@gflaw.com](mailto:rseabrease@gflaw.com). Our interactive website located at [www.gflaw.com](http://www.gflaw.com) can also provide more information.

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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