

Basic Information

Baker Donelson
 Organization Size: 626
 Office Size: 618
Hiring Attorney:

Recruiting Contact:
 Ms. Rebecca Simon
 Director of Recruiting
 1400 Wells Fargo Tower
 420 20th Street North
 Birmingham, Alabama (AL) 35203
 United States
Phone: 205-328-0480
 rsimon@bakerdonelson.com

Compensation & Benefits

2015 compensation for entry-level lawyers (\$/year) 92000-120000
Summer Compensation
 2015 compensation for Post-3Ls (\$/week)
 2015 compensation for 2Ls (\$/week) 1200-2100
 2015 compensation for 1Ls(\$/week) 1100-1500

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? 7.5

Pro Bono/Public Interest

Lisa Borden
 Pro Bono Shareholder
 (205) 244-3803
 lborden@bakerdonelson.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
 % Firm Billable Hours last year 1.74
 Average Hours per Attorney last year 26.5
 Percent of associates participating last year 96
 Percent of partners participating last year 57
 Percent of other lawyers participating last year 37

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? Yes

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	249	92	87	18
	Women	67	87	54	38
	Total	316	179	141	56
Hispanic/Latino	Men	5	0	0	1
	Women	5	3	1	2
White	Men	235	89	82	17
	Women	60	70	48	30
Black/African American	Men	7	2	4	0
	Women	2	10	3	5
Native Hawaiian/Other Pacific Islander	Men	1	1	1	0
	Women	1	3	1	1
Asian	Men	1	1	1	0
	Women	1	3	1	1
American Indian/Alaska Native	Men	0	0	0	0
	Women	1	0	0	0
2 or more races	Men	1	0	0	0
	Women	0	1	1	0
Persons with Disabilities	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK
Openly LGBT	Men	UNK	UNK	UNK	UNK
	Women	UNK	UNK	UNK	UNK



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
Litigation	Business Litigation	65	15	37	2
Business, Corporate	Construction	12	3	2	1
Business, Corporate	Contract Counsel	0	0	0	3
Business, Corporate	Corporate Mergers & Acquisitions	27	19	13	0
Business, Corporate	Financial Institutions	33	12	28	29
Government, Regulatory, Administrative	Government Regulatory & Public Policy	1	20	0	0
Litigation	Health Care Litigation	17	1	5	6
Government, Regulatory, Administrative	Health Law	21	12	5	1
Intellectual Property	Intellectual Property	9	9	5	0
Labor and Employment	Labor & Employment	37	11	12	5
Litigation	New Litigator Group	0	0	38	0
Litigation	Product Liability & Mass Tort	19	2	7	0
Real Estate, Land Use	Real Estate/Finance	31	10	11	7
Business, Corporate	Securities/Corporate Governance	10	3	10	2
Government, Regulatory, Administrative	State Public Policy	5	12	3	
Tax	Tax	15	8	2	0
Admiralty, Maritime, Aviation	Transportation	14	4	1	0

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2015
	2013	Prior Summer Associates	2014	Prior Summer Associates	
Laterals	40	0	44	1	
Laterals (non-traditional track)	19	0	21	1	
Post-Clerkship	3	0	6	3	
Entry-level	18	18	14	9	16
Entry-level (non-traditional track)	0	0	2	0	0
LL.M.s (U.S.)	1	0	3	0	
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	30	6	32	2	35
1Ls	7	0	7	0	7

Number of 2014 Summer 2Ls considered for associate offers 31

Number of offers made to summer 2L associates 20

General Hiring Criteria We recruit candidates with outstanding academic credentials, strong interpersonal skills, evidence of strong writing and oral skills, a variety of extracurricular activities, and demonstrated leadership abilities.

Diversity & Inclusion

Diversity Contact: Ms. Cheryl Hunt

Diversity Website/URL: <http://www.bakerdonelson.com/diversity1/>

Organization Narrative

Ranked by FORTUNE magazine as one of the "100 Best Companies to Work For" six years in a row, Baker Donelson has built a reputation for achieving results for our clients on a wide range of legal matters for more than 125 years. While providing legal services is our focus, it is how we deliver them that sets us apart. Our goal is to provide clients with more than what they have come to expect from a law firm.

Baker Donelson commits to a deep understanding of a client's business, to enable us to anticipate clients' needs and assist in their decision making processes. Because we offer consistent, knowledgeable guidance based on their specific goals and objectives, clients view us as a valued business partner. This allows them to focus on the growth and success of their business, confident their legal issues will be handled by an attentive, responsive team.

Our unique approach to providing legal services is enabled by our extensive support structure. As the 72nd largest law firm in the U.S., Baker Donelson gives clients access to a team of more than 650 attorneys and public policy advisors representing more than 30 practice areas, all seamlessly connected across 19 offices in Alabama, Washington, D.C., Florida, Georgia, Louisiana, Mississippi, Tennessee, and Texas to serve virtually any legal and policy need. Clients receive informed guidance from experienced, multi-disciplined industry and client service teams. Our diversity and women's initiatives ensure diversity in our people, perspectives and experiences. Technology helps us operate more effectively and efficiently by providing instant access to client-specific information and other key resources.

We are very proud of our Firm, and believe that Baker Donelson is a great place to work. If you have additional questions about Baker, Donelson, Bearman, Caldwell & Berkowitz, PC or our Summer Associate Program, please contact Rebecca Simon, Director of Recruiting, at (205) 328-0480 or rsimon@bakerdonelson.com.

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

NALP Copyright 2018