

Basic Information

250 West Main Street
Suite 2300
Lexington, KY 40507
Organization Size: 235
Office Size: 40
Hiring Attorney:
Ms. Chrisandrea Turner

Recruiting Contact:
Ms. Susan Nalley
Recruiting Manager
400 West Market Street
Suite 1800
Louisville, Kentucky (KY) 40202
United States
Phone: 502-587-3400
snalley@stites.com

Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year) 103,000
Summer Compensation
2019 compensation for Post-3Ls (\$/week)
2019 compensation for 2Ls (\$/week) 1,900
2019 compensation for 1Ls(\$/week) 1,900

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
How many years is the non-equity track? 7
How many years is the equity track? 3

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	15	2	1	0
	Women	6	7	0	0
	Total	21	9	1	0
Hispanic/Latino	Men	0	0	0	0
	Women	0	0	0	0
White	Men	15	2	1	0
	Women	6	7	0	0
Black/African American	Men	0	0	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	0	0	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	0	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	0	0
LGBT	Men	0	0	0	0
	Women	0	0	0	0
Veteran	Men	NC	NC	NC	NC
	Women	NC	NC	NC	NC

Pro Bono/Public Interest

Varies by office
Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
% Firm Billable Hours last year 2.3%
Average Hours per Attorney last year 58
Percent of associates participating last year 25%
Percent of partners participating last year 66%
Percent of other lawyers participating last year 9%

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
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

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
Banking, Finance	Business & Finance	6		1		
Litigation	Business Litigation	3				
Litigation	Construction	2		2		
Litigation	Creditors Rights	2		1		
Energy	Environmental	2				
Real Estate, Land Use	Real Estate	2				
Trusts and Estates	Trusts & Estate Planning	1		1		
Litigation	Torts & Insurance Practice	1	1	3		
Government, Regulatory, Administrative	Regulatory Insurance	1		1		
Litigation	Employment	1				

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2019
	2017	Prior Summer Associates	2018	Prior Summer Associates	
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates			1		
All Other Laterals (non-traditional track)			1		
Post-Clerkship				1	
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls	1				3
1Ls	1		2		1

Number of 2018 Summer 2Ls considered for associate offers

Number of offers made to summer 2L associates

General Hiring Criteria Strong oral and written communication skills, strong analytical and conceptual ability, integrity, maturity, sound judgment and decision making, initiative, enthusiasm, and tenacity.

Diversity & Inclusion

Diversity Contact: Mr. Demetrius Holloway

Diversity Website/URL: <http://www.stites.com/about/diversity/>

Organization Narrative

Stites & Harbison (The Firm) has a summer associate program for both 1L and 2L law students in many of the offices. A significant number of the Firm's new associates are drawn from summer program. The summer program offers a healthy balance of realistic legal experience, training and observation opportunities, with social contacts among all levels. The Firm provides feedback on work product throughout the summer, and conducts both mid-summer and end-of-summer evaluations and reviews. Summer mentors are assigned, and also assist summer associates throughout their summer. The goal of the summer program is to allow law students to experience the practice of law and learn about the Firm, and for individual attorneys to become acquainted with the summer associates and their work product. Particular care is taken to ensure that work assignments are meaningful legal tasks that allow summer associates to sample the practice of law.

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

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