

### Basic Information

525 Jefferson Avenue  
 Suite 400  
 Toledo, OH 43604  
 Organization Size: 30  
 Office Size: 28

**Recruiting Contact:**  
 Ms. Denise Ford Saxon  
 Assistant Director of Human Resources  
 525 Jefferson Avenue  
 Suite 400  
 Toledo, Ohio (OH) 43604  
 United States  
**Phone:** 419-930-2417  
 dsaxon@ablelaw.org

**Hiring Attorney:**  
 Mr. Kevin Mulder

**Hiring Attorney #2:**  
 Ms. LaTanya Wilson

### Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year) 52,000

#### Summer Compensation

2019 compensation for Post-3Ls (\$/week)  
 2019 compensation for 2Ls (\$/week)  
 2019 compensation for 1Ls(\$/week)

### Lawyer Demographics

		Managing/Senior Attorneys	Staff Attorneys	Summer Interns
	Men	6	4	0
	Women	8	12	0
	<b>Total</b>	<b>14</b>	<b>16</b>	<b>0</b>
<b>Hispanic/Latino</b>	Men	0	0	0
	Women	1	0	0
<b>White</b>	Men	5	4	0
	Women	6	10	0
<b>Black/African American</b>	Men	0	0	0
	Women	1	2	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men	0	0	0
	Women	0	0	0
<b>Asian</b>	Men	1	0	0
	Women	0	0	0
<b>American Indian/Alaska Native</b>	Men	0	0	0
	Women	0	0	0
<b>2 or more races</b>	Men	0	0	0
	Women	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0
	Women	0	0	0
<b>LGBT</b>	Men	0	0	0
	Women	0	0	0
<b>Veteran</b>	Men	0	0	0
	Women	0	0	0

### Professional Development

Does your organization have a coaching/mentoring program Evaluations No Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? Yes

Rotation for junior associates between departments/practice groups? N/A

Is rotation mandatory? No

## General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	% OF PRACTICE
Family	Stability and Independence For Survivors	35.00
Banking, Finance Civil Rights, Human Rights, Constitutional Family General Practice Tax Trusts and Estates	Access to Justice	30.00
Appellate Litigation Real Estate, Land Use Tax Trusts and Estates Public, Municipal Bankruptcy	Special Projects	20.00
Civil Rights, Human Rights, Constitutional	Housing	10.00
Civil Rights, Human Rights, Constitutional	Education	5.00

## HIRING & RECRUITMENT

	Began Work In		Expected
	2017	2018	2019
<b>LAWYERS</b>			
Experienced	2	1	2
Entry-level	2	2	1
<b>SUMMER</b>			
Post-3Ls			
2Ls	5	5	5
1Ls			
Semester Interns			

Hiring Criteria Candidate must demonstrate excellent legal and communication skills and a commitment to legal services for low-income persons. For the Agricultural Worker and Immigrant Rights Practice Group, ability to communicate fluently in Spanish is required.

## Diversity & Inclusion

### RECRUITMENT METHODS

Minority job fairs, Outreach to law student groups, Recruit at schools with large minority population, Bar-sponsored programs, Firm diversity committee Looking into outreach to law student groups and developing mentoring efforts.

## Organization Narrative

LAWO was established in 1985 and is a partner with Advocates for Basic Legal Equality, Inc. (ABLE). LAWO provides free, high-quality legal services to low-income people who face personal and family crises that require legal assistance. In addition to serving individuals, LAWO works to promote systemic change that benefits large groups of low-income people. Current special projects include legal assistance to survivors of domestic violence, families moving from welfare to work, and senior citizens. Other issues addressed include access to health care and human services and education and housing problems. LAWO provides legal services in 32 counties in western Ohio through offices located in 7 cities. In addition, LAWO provides services to agricultural workers on a statewide basis.

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.