

## Basic Information

3900 Key Center  
127 Public Square  
Cleveland, OH 44114  
Organization Size: 393  
Office Size: 127  
**Hiring Attorney:**

**Recruiting Contact:**  
Ms. Julia Zerman  
Director of Legal Recruiting  
3900 Key Center  
127 Public Square  
Cleveland, Ohio (OH) 44114  
United States  
**Phone:** 216.566.5906  
TalentManagement@ThompsonHine.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 175,000

### Summer Compensation

2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 3,365  
2023 compensation for 1Ls(\$/week) 3,365

## 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?

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	54	17	10	5	3
	Women	13	19	4	5	5
	Non-binary	NC	NC	NC	NC	NC
	Total	67	36	14	10	8
Latinx	Men	1	0	0	1	0
	Women	0	0	0	0	1
	Non-binary	NC	NC	NC	NC	0
White	Men	52	13	10	5	3
	Women	12	17	3	5	3
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	0	1	0	0	0
	Women	1	1	0	0	1
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	1	3	0	0	0
	Women	0	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	NC
LGBTQ	Men	1	0	1	0	1
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	NC
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
	Non-binary	NC	NC	NC	NC	NC

## Pro Bono/Public Interest

John C. Allarding

Partner

216.566.5748

John.Allarding@thompsonhine.com

Is the pro bono information indicated here firm-wide or specific to one office?

Firm-wide

% Firm Billable Hours last year

0.5%

Average Hours per Attorney last year

24.7

Percent of associates participating last year

48.3%

Percent of partners participating last year

23.1%

Percent of other lawyers participating last year

15.2%

## Professional Development

Evaluations

Annual

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

Yes

Rotation for junior associates between departments/practice groups?

Other

Is rotation mandatory?

Case-by-case

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

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	8	8	1	1	8
Entry-level (non-traditional track)	0	0	0	0	TBD
Lateral Partners	0	0	0	0	TBD
Lateral Associates	7	0	6	0	TBD
All Other Laterals (non-traditional track)	8	0	5	0	TBD
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	TBD
<b>SUMMER</b>					
Post-3Ls	0	0	0	0	TBD
2Ls	1	0	7	0	6
1Ls	1	0	1	0	2

Number of 2022 Summer 2Ls considered for associate offers

7

Number of offers made to summer 2L associates

12

General Hiring Criteria

## 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
Rotation (associates rotate through areas)	Pool	0	0	0	0	0
Bankruptcy	Business Restructuring Creditors' Rights & Bankruptcy	6	1	1	0	0
Banking, Finance	Commercial & Public Finance	5	0	2	1	0

Arbitration, Dispute Resolution, Mediation Government, Regulatory, Administrative Litigation Real Estate, Land Use Public, Municipal	Construction	6	1	2	0	0
Business, Corporate	Corporate Transactions & Securities	10	1	8	1	0
Labor and Employment Litigation	Labor & Employment	3	0	1		0
Trusts and Estates	Personal & Succession Planning	2	0	0	0	1
Real Estate, Land Use	Real Estate	8	3	11	6	4
Tax	Taxation	3	1	2	1	0
Litigation	Business Litigation	12	2	4	1	5
Business, Corporate	Employee Benefits & Executive Compensation	2	1	2	0	0
Litigation	Product Liability Litigation	7	3	0	0	0
Environmental	Environmental	3	0	3	1	0
Intellectual Property	Intellectual Property	0	1	0	0	0

## Diversity & Inclusion

**Diversity Contact:** Ms. Justine Lewis

**Diversity Website/URL:** <https://www.thompsonhine.com/about/diversity-inclusion>

## Organization Narrative

We offer a rich history, a rewarding present, and a promising future to individuals pursuing careers with Thompson Hine. We seek diversity in the recruitment of lawyers and other professional staff and strive to increase the retention and advancement of minorities and women.

Thompson Hine's Summer Program is focused on finding top lawyer talent and pairing that talent with the needs of our individual practice groups. Students will spend the summer working for various practice groups in order to find the best fit both for the student and the practice group. Students will work primarily with the practice groups that are most likely to have entry-level hiring needs the following year. These practice groups often include Corporate Transactions & Securities, Real Estate, Business Litigation, Product Liability Litigation, and Construction, among others. We may also hire third-year students and academic-year clerks based on the needs of the groups at any given time. Law students are encouraged to submit their resumes, as we will always be looking for talented individuals to join our firm.

We are accepting resumes for the 2024 Summer Program for the following offices: Cincinnati, Cleveland, Columbus, and Dayton.

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.

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