

## Basic Information

Firmwide  
Organization Size: 150  
Office Size: 144  
**Hiring Attorney:**  
Ms. Sarah Cylkowski  
**Hiring Attorney #2:**  
Ms. Kelly Lockman

**Recruiting Contact:**  
Ms. Sarah Cylkowski  
Member  
1901 St. Antoine St  
6th Floor at Ford Field  
Detroit, Michigan (MI) 48226  
United States  
**Phone:** 313-259-7777  
scylkowski@bodmanlaw.com

## Compensation & Benefits 333

2023 compensation for entry-level lawyers (\$/year) 160,000  
**Summer Compensation**  
2023 compensation for Post-3Ls (\$/week)  
2023 compensation for 2Ls (\$/week) 3,076  
2023 compensation for 1Ls(\$/week) 3,076

## Partnership & Advancement

Does the firm have two or more tiers of partner? Yes  
How many years is the non-equity track? 6  
How many years is the equity track? Varies

## Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	74	12	12	1	0
	Women	36	23	8	2	0
	Non-binary	0	0	0	0	0
	Total	110	35	20	3	0
<b>Latinx</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	69	10	12	1	0
	Women	36	21	8	1	0
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	2	1	0	0	0
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Asian</b>	Men	2	1	0	1	0
	Women	0	1	0	0	0
	Non-binary	0	0	0	0	0
<b>Native American or Alaska Native</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	2	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	2	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Jamie Hochman Herz  
Pro Bono Counsel  
734-930-2482  
jhochmanherz@bodmanlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.7%
Average Hours per Attorney last year	29.25
Percent of associates participating last year	85%
Percent of partners participating last year	53%
Percent of other lawyers participating last year	100%

## Professional Development

Evaluations	Semi-annual
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	Yes
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

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2021	Prior Summer Associates	2022	Prior Summer Associates	2023
Entry-level	1	3	2	3	
Entry-level (non-traditional track)			1		
Lateral Partners	10		6		
Lateral Associates	6		7		
All Other Laterals (non-traditional track)	1		0		
Post-Clerkship	0		0		
LL.M.s (U.S.)	0		0		
LL.M.s (non-U.S.)	0		0		
<b>SUMMER</b>					
Post-3Ls	0		0		
2Ls	4		3	1	8
1Ls	1		2		2

Number of 2022 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 4

General Hiring Criteria We hire associates on the basis of undergraduate and law school academic performance, law review and moot court experience, prior work experience, communications skills, and other relevant competencies.

## 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	Banking	20	4	4	2	0
Labor and Employment	Employee Benefits & Ex. Comp	3	0	1	0	0
Business, Corporate	Business	18	2	6	0	0
Litigation	Construction	1	0	0	0	0
Banking, Finance	Debtor-Creditor Rights & Bankruptcy	6	0	0	0	0

<b>Business, Corporate</b>	Enterprise Procurement	5	0	2	1	1
<b>Litigation</b>	Environmental	1	0	0	0	0
<b>Business, Corporate</b>	Health Care	2	1	0		0
<b>Trusts and Estates</b>	High Net Worth	10	2	5	2	0
<b>Intellectual Property</b>	Intellectual Property	3	1	2	0	0
<b>Litigation</b>	Litigation & Alternative Dispute Resolution	21	4	8	0	2
<b>Real Estate, Land Use</b>	Real Estate	7	3	3	0	0
<b>Tax</b>	Tax	2	1	1	0	0
<b>Labor and Employment</b>	Workplace Law	5	2	2	0	0
<b>Banking, Finance</b>	Aviation	2	0	0	0	
<b>Business, Corporate</b>	Exempt Organizataions	2	0	1	0	0
<b>Intellectual Property</b>	Patent	2	0	0	0	0

## Diversity & Inclusion

**Diversity Contact:** Katharine Harrison

**Diversity Website/URL:** <http://www.bodmanlaw.com/diversity>

## Organization Narrative

Bodman is one of Michigan's largest business law firms with over 150 lawyers in five Michigan offices in Detroit, Troy, Ann Arbor, Grand Rapids and Cheboygan. Bodman has a diverse client base that includes individuals and businesses in a variety of industries with emphasis on financial services, automotive, real estate and construction, high tech, health care, and manufacturing.

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