

### Basic Information

300 East Randolph  
Suite 5000  
Chicago, IL 60601  
Organization Size: 700  
Office Size: 217  
**Hiring Attorney:**  
Mr. Matt Jenner

**Recruiting Contact:**  
Ms. Ginette Mueller  
Recruitment Manager  
300 East Randolph  
Suite 5000  
Chicago, Illinois (IL) 60601  
United States  
**Phone:** (312) 861-8070  
Ginette.Mueller@bakermckenzie.com

### Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 225,000

**Summer Compensation**

2024 compensation for Post-3Ls (\$/week)

2024 compensation for 2Ls (\$/week) 4,327

2024 compensation for 1Ls(\$/week) 4,327

### Partnership & Advancement

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 8

How many years is the equity track? 10+

### Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	45	17	12	0	3
	Women	24	29	3	0	2
	Non-binary	0	0	0	0	0
	<b>Total</b>	<b>69</b>	<b>46</b>	<b>15</b>	<b>0</b>	<b>5</b>
<b>Latinx</b>	Men	3	2	1	0	0
	Women	0	4	0	0	0
	Non-binary	0	0	0	0	0
<b>White</b>	Men	41	13	11	0	3
	Women	16	16	3	0	1
	Non-binary	0	0	0	0	0
<b>Black or African American</b>	Men	0	0	0	0	0
	Women	2	3	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	1	2	0	0	0
	Women	5	4	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	1	0	0	0
	Non-binary	0	0	0	0	0
<b>2 or More Races</b>	Men	0	0	0	0	0
	Women	1	1	0	0	1
	Non-binary	0	0	0	0	0
<b>Persons with Disabilities</b>	Men	0	1	1	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
<b>LGBTQ</b>	Men	0	0	0	0	1
	Women	0	3	0	0	0
	Non-binary	0	0	0	0	0
<b>Veteran</b>	Men	0	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

## Pro Bono/Public Interest

Jaclyn Pampel  
Partner/Director of North America Pro Bono  
650-251-5951  
jaclyn.pampel@bakermckenzie.com

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

% Firm Billable Hours last year  
Our Pro Bono Practice at Baker McKenzie is focused on making an impact to the global community. We engage with attorneys and other professionals across our global Firm to work together with global partners to deeply engage on matters where we can effect meaningful change. Since that makes the quantitative analysis of pro bono hours a less meaningful mechanism for measuring impact, we do not communicate in that language or share those numbers. We share information on the qualitative value instead.

Average Hours per Attorney last year  
Our Pro Bono Practice at Baker McKenzie is focused on making an impact to the global community. We engage with attorneys and other professionals across our global Firm to work together with global partners to deeply engage on matters where we can effect meaningful change. Since that makes the quantitative analysis of pro bono hours a less meaningful mechanism for measuring impact, we do not communicate in that language or share those numbers. We share information on the qualitative value instead.

Percent of associates participating last year  
Our Pro Bono Practice at Baker McKenzie is focused on making an impact to the global community. We engage with attorneys and other professionals across our global Firm to work together with global partners to deeply engage on matters where we can effect meaningful change. Since that makes the quantitative analysis of pro bono hours a less meaningful mechanism for measuring impact, we do not communicate in that language or share those numbers. We share information on the qualitative value instead.

Percent of partners participating last year

Percent of other lawyers participating last year

## 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?	Case-by-case
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?	No

## HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	12	10	5	5	8
Entry-level (non-traditional track)					
Lateral Partners	1		2		
Lateral Associates	2		1		
All Other Laterals (non-traditional track)					
Post-Clerkship	0	0	0	0	
LL.M.s (U.S.)	0		1		
LL.M.s (non-U.S.)	0		0		
<b>SUMMER</b>					
Post-3Ls					
2Ls	9	2	7	2	5
1Ls	3		0		0

Number of 2023 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

General Hiring Criteria We seek individuals with superior academic achievement, emphasizing analytical skills, strong written and verbal communication skills, and evidence of teamwork and leadership.

## 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, Finance & Major Projects	13	3	3	0	0
Business, Corporate	Corporate & Securities	18	1	22	0	0
Labor and Employment	Employment & Compensation	10	0	10	0	0
Intellectual Property	Intellectual Property	5	2	3	0	0
International	International Commercial	3	1	1	0	0
Litigation	Litigation & Government Enforcement	9	3	3	0	0
General Practice	Other	0	3	0	0	0
Tax	Tax	16	2	14	2	0
General Practice	Transactional	0	0	0	3	0

## Diversity & Inclusion

**Diversity Contact:** Ms. Marredia Crawford

**Diversity Website/URL:** <https://www.bakermckenzie.com/en/aboutus/diversity>

## Organization Narrative

Global is the first word people associate with Baker McKenzie, and for good reason. Baker McKenzie was conceived and built as a global firm, so thinking and working globally is part of our DNA.

We're looking for talented people to join our culture of friendship and embrace our entrepreneurial spirit.

You stand out because you care about your clients and colleagues and demonstrate excellence in your own distinctive way in what you do. We are a community of citizens from over 60 nations and who have a deep understanding of and appreciation for the language and culture of business all over the world. We develop collaborative relationships with each other and our clients and strive to make a difference through our ideas and innovations.

We invite you to explore our world and learn more. Please visit: <http://www.bakermckenzie.com/en/careers>.

Baker & McKenzie LLP is a member firm of Baker McKenzie International, a Swiss Verein with member law firms around the world. In accordance with the common terminology used in professional service organizations, reference to a "partner" means a person who is a partner, or equivalent, in such a law firm. Similarly, reference to an "office" means an office of any such member law firm.

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](http://www.nalpdirectory.com)

NALP Copyright 2024