

Basic Information

Multi-Office Form for U.S. Offices
 Organization Size: 1514
 Office Size: 1968
 Hiring Attorney:

Recruiting Contact:
<https://www.hklaw.com/Careers>
 /Lawyer-Recruiting-Contacts/

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) 4,300
 2024 compensation for 1Ls(\$/week) 4,300

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? 9

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 690	353	165	21	27
	Women 246	401	63	29	34
	Non-binary 0	0	0	0	0
	Total 936	754	228	50	61
Latinx	Men 49	33	7	0	3
	Women 24	48	4	4	2
	Non-binary 0	0	0	0	0
White	Men 592	272	151	21	14
	Women 204	267	52	22	22
	Non-binary 0	0	0	0	0
Black or African American	Men 49	33	7	0	6
	Women 24	48	4	4	3
	Non-binary 0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men 0	0	0	0	1
	Women 0	0	0	0	0
	Non-binary 0	0	0	0	0
Asian	Men 17	18	3	0	3
	Women 7	33	2	1	6
	Non-binary 0	0	0	0	0
Native American or Alaska Native	Men 4	0	0	0	0
	Women 0	2	1	0	1
	Non-binary 0	0	0	0	0
2 or More Races	Men 4	10	1	0	0
	Women 4	24	1	1	0
	Non-binary 0	0	0	0	0
Persons with Disabilities	Men 8	10	2	1	0
	Women 0	8	2	2	0
	Non-binary 0	0	0	0	0
LGBTQ	Men 17	17	3	2	1
	Women 11	24	1	1	1
	Non-binary 0	0	0	0	0
Veteran	Men 16	14	11	1	4
	Women 0	4	0	0	0
	Non-binary 0	0	0	0	0

Pro Bono/Public Interest

Paul Kiernan
Public and Charitable Services Partner
202-663-7276
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Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	2.37% (75,400 total pro bono hours/3,169,652 total billable hours)
Average Hours per Attorney last year	34
Percent of associates participating last year	81%
Percent of partners participating last year	64%
Percent of other lawyers participating last year	56%

Professional Development

Evaluations	Semi-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
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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	77	67	84	80	89
Entry-level (non-traditional track)					
Lateral Partners	65		131		TBD
Lateral Associates	91		169		TBD
All Other Laterals (non-traditional track)	23		86		TBD
Post-Clerkship			5	2	TBD
LL.M.s (U.S.)	8		16		TBD
LL.M.s (non-U.S.)	1				
SUMMER					
Post-3Ls					
2Ls	78		91	18	53
1Ls	25		25		9

Number of 2023 Summer 2Ls considered for associate offers 91

Number of offers made to summer 2L associates 89

General Hiring Criteria We seek candidates with superior academic credentials and diverse backgrounds who aspire to become leaders in the legal profession and in their communities. Candidates seeking positions at Holland & Knight must have the ability to excel as lawyers and the desire to promote Holland & Knight's commitment to its clients and communities. The Firm also actively recruits federal judicial clerks.

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
Business, Corporate	Asset Finance	6	4	5	1	
Business, Corporate	Corporate	154	26	156	26	1
Business, Corporate	Financial Services	81	12	60	8	3
Business, Corporate	International Energy	2				

Business, Corporate	Oil and Gas	6	1	3		
Business, Corporate	Private Wealth Services	43	13	37	3	9
Business, Corporate	Syndication	12	8	12	1	3
Business, Corporate	Tax/Executive Compensation & Benefits	42	9	26	2	
Business, Corporate	Trade Regulation	10	2	8		1
General Practice	Healthcare Regulatory & Enforcement	23	8	29	4	1
General Practice	Healthcare Transactions	17	4	9		4
Government, Regulatory, Administrative	Public Policy and Regulation	55	12	15		2
Government, Regulatory, Administrative	West Coast Land Use and Environmental Group	12	5	8	1	
Litigation	Bankruptcy and Creditors Rights	22	7	9	1	
Litigation	Construction	12	10	8	1	
Litigation	Data Strategy Security and Privacy	15	1	12		
Litigation	Intellectual Property	26	9	17	2	
Litigation	Labor and Employment	30	9	27	3	1
Litigation	Litigation	235	41	201	22	17
Real Estate, Land Use	Capital Markets	12	4	11		6
Real Estate, Land Use	Land use and Government (Mid-Atlantic)	6	1	2		
Real Estate, Land Use	Real Estate	103	39	93	9	2
Real Estate, Land Use	Transactions (Mid-Atlantic)	12	3	6		

Diversity & Inclusion

Diversity Contact: Nichole Olajuwon

Diversity Website/URL: <https://www.hklaw.com/en/firm/firm-culture/diversity>

Organization Narrative

Holland & Knight, a global law firm with approximately 2,200 lawyers and other professionals in 34 offices throughout the world, provides outstanding career opportunities for attorneys at all levels. To address clients' needs as effectively and efficiently as possible, we work collaboratively, drawing upon our depth and breadth of legal experience and industry knowledge. Our "one-firm" structure means that we work across departments and offices so that we can support the most complex matters at all levels, with comprehensive and value-added service. We believe it is essential to offer our clients the broad range of perspectives that a diverse team brings, thus encouraging innovative thinking and unique solutions.

Our goal is to have a positive impact on our clients, our communities, our profession, and the lives of our employees and their families. This goal is clearly stated in the Holland & Knight Commitment, our written mission statement for more than 30 years, which sets out our beliefs in high-quality work, exceptional and creative client service, and our commitment to diversity, pro bono work and community service.

Holland & Knight is always striving to enhance our [organization and culture](#) where all of our people – including those traditionally underrepresented in the legal profession – have a path to long-term success. We are committed to supporting a variety of pipeline and recruiting initiatives. In 2023, we achieved "Mansfield Rule Certified" status from the Diversity Lab for the sixth consecutive year, which recognizes that at least 30 percent of our current leadership roles and committees are held by lawyers from traditionally underrepresented groups. Our affinity groups help open opportunities to shine. And while we don't run our firm in order to get awards, Holland & Knight consistently receives high rankings and accolades such as being listed as one of the "Best Law Firms for Women" by Seramount (2023), a score of 100 on the Human Rights Campaign Corporate Equality Index for nine consecutive years (2023-2024), a ranking of top 50 overall in *The American Lawyer's* Diversity Scorecard (2022) as well as No. 1 for most Hispanic Partners and Top 5 for African American Partners, and Top 10 Firm in *Law360's* Diversity Snapshot for "Most Minority Equity Partners" (2021).

Summer Program. Our associates are engaged in all types of client matters and work closely with partners who provide guidance for professional development. Starting with summer assignments and continuing every year after, we work hard to ensure that associates grow personally and professionally to reach their full potential. In addition to daily feedback and interaction, we have a formal associate evaluation program, peer mentors, affinity mentors, and other programs to help guide careers.

Holland & Knight's summer associate program is structured to provide each student with exposure to a specific practice area. In addition, summer associates may work on matters that involve a range of practice areas and participate at conferences, negotiations, oral arguments, closings, depositions, hearings and trials. This experience provides a broad foundation to assist them in selecting a main area of focus for their practice.

The HK Institute serves as the firm's legal training office, providing training for Holland & Knight attorneys and clients, including continuing legal education approved by state accrediting agencies. The HK Institute also maintains a library of training programs.

Holland & Knight Offices

United States (29)

Atlanta, Austin, Birmingham, Boston, Century City, Charlotte, Chattanooga, Chicago, Dallas, Denver, Fort Lauderdale, Houston, Jacksonville, Los Angeles, Miami, Nashville, New York, Newport Beach, Orlando, Philadelphia, Portland, Richmond, San Francisco, Stamford, Tallahassee, Tampa, Tysons, Washington, D.C., West Palm Beach

International (5)

Algiers, Bogotá, London, Mexico City, Monterrey

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

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