

Basic Information

Firmwide
 Organization Size: 150
 Office Size: 173
Hiring Attorney:
 Mr. Chris Rambus
Hiring Attorney #2:
 Ms. Kelly Lockman

Recruiting Contact:
 Mr. Chris Rambus
 Member
 1901 St. Antoine St
 6th Floor at Ford Field
 Detroit, Michigan (MI) 48226
 United States
Phone: 313-259-7777
 crambus@bodmanlaw.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 170,000

Summer Compensation

2024 compensation for Post-3Ls (\$/week)
 2024 compensation for 2Ls (\$/week) 3,269
 2024 compensation for 1Ls(\$/week) 3,269

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	71	11	13	1	0
	Women	39	27	8	3	0
	Non-binary	0	0	0	0	0
	Total	110	38	21	4	0
Latinx	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	69	10	12	1	0
	Women	38	24	8	1	0
	Non-binary	0	0	0	0	0
Black or African American	Men	3	1	0	0	0
	Women	1	3	0	1	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	1	2	0	1	0
	Women	0	0	0	1	0
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	3	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	2	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Julie Nichols
Pro Bono Counsel
248-743-6040
jnichols@bodmanlaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.6%
Average Hours per Attorney last year	28
Percent of associates participating last year	86%
Percent of partners participating last year	52%
Percent of other lawyers participating last year	50%

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 2024
	2022	Prior Summer Associates	2023	Prior Summer Associates	
Entry-level	2	3	5	4	
Entry-level (non-traditional track)	1		0		
Lateral Partners	6		1		
Lateral Associates	7		8		
All Other Laterals (non-traditional track)	0		2		
Post-Clerkship	0		1		
LL.M.s (U.S.)	0		0		
LL.M.s (non-U.S.)	0		0		
SUMMER					
Post-3Ls	0		0		
2Ls	3	1	7	1	5
1Ls	2		2		1

Number of 2023 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 7

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, communication 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	19	5	4	1	0
Labor and Employment	Employee Benefits & Ex. Comp	1	0	0	0	0
Business, Corporate	Business	17	3	7	1	0
Litigation	Construction	1	0	0	0	0
Banking, Finance	Debtor-Creditor Rights & Bankruptcy	6	0	0	0	0

Business, Corporate	Enterprise Procurement	5	0	3	1	1
Litigation	Environmental	1	0	0	0	0
Business, Corporate	Health Care	1	0	0	0	0
Trusts and Estates	High Net Worth	10	2	4	0	0
Intellectual Property	Intellectual Property	3	1	2	1	0
Litigation	Litigation & Alternative Dispute Resolution	24	4	8	1	2
Real Estate, Land Use	Real Estate	9	3	3	0	0
Tax	Tax	3	1	0	0	0
Labor and Employment	Workplace Law	5	2	3	0	0
Banking, Finance	Aviation	2	0	0	0	
Business, Corporate	Exempt Organizaitions	2	0	1	0	0
Intellectual Property	Patent	2	0	1	0	0

Diversity & Inclusion

Diversity Contact: Ms. Katharine Harrison

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

Organization Narrative

Bodman is one of Michigan's largest business law firms with over 170 lawyers in four Michigan offices in Detroit, Troy, Ann Arbor, and Grand Rapids. 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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