

Basic Information

One East Fourth Street
 Suite 1400
 Cincinnati, OH 45202
 Organization Size: 130
 Office Size: 119
Hiring Attorney:
 Ms. Amanda Stubblefield
 Burton
Hiring Attorney #2:
 Mr. Shannon Lawson

Recruiting Contact:
 Ms. Katherine (Kate) Christoff
 Director of Legal Talent & Diversity
 One East Fourth Street
 Suite 1400
 Cincinnati, Ohio (OH) 45202
 United States
Phone: 513.639.3965
 lawcareers@kmklaw.com

Compensation & Benefits 333

2024 compensation for entry-level lawyers (\$/year) 165,000
Summer Compensation
 2024 compensation for Post-3Ls (\$/week) 3,173
 2024 compensation for 2Ls (\$/week) 3,173
 2024 compensation for 1Ls(\$/week) 3,173

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? Case-by-case

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	57	18	1	0
	Women	20	15	3	0
	Non-binary	0	0	0	0
	Total	77	33	4	0
Latinx	Men	1	1	0	0
	Women	1	0	0	0
	Non-binary	0	0	0	0
White	Men	55	14	1	0
	Women	19	14	3	0
	Non-binary	0	0	0	0
Black or African American	Men	1	1	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Asian	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
2 or More Races	Men	0	2	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
LGBTQ	Men	0	0	0	1
	Women	1	0	0	0
	Non-binary	0	1	0	0
Veteran	Men	0	1	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

Pro Bono/Public Interest

Tony Verticchio
Partner
513.639.3878
tverticchio@kmklaw.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	91
Average Hours per Attorney last year	15
Percent of associates participating last year	34
Percent of partners participating last year	24
Percent of other lawyers participating last year	17

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?	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	5	4	5	5	5
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	2	0	1
Lateral Associates	4	0	4	0	1
All Other Laterals (non-traditional track)	1	0	0	0	0
Post-Clerkship	1	0	0	0	2
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	4	2	6	5	4
1Ls	6	0	4	0	4

Number of 2023 Summer 2Ls considered for associate offers	6
Number of offers made to summer 2L associates	6
General Hiring Criteria	Top 20% of class preferred. Law Review and/or Moot Court experience preferred.

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	Business Representation & Transactions	25	0	17	3	0
General Practice	Employee Benefits & Executive Compensation	4	0	1	0	0
Labor and Employment	Labor and Employment	5	1	1	0	0
Business, Corporate Litigation	Litigation	16	0	7	0	0
Family	Private Client Services	2	0	1	0	0
Real Estate, Land Use	Real Estate	14	3	4	0	0

Trusts and Estates	Private Client Services	3	0	1	0	0
Litigation	Mass Tort Settlement Trusts & Insurance Coverage	7	0	1	0	0

Diversity & Inclusion

Diversity Contact: Mr. Joseph (Joe) Lehnert

Diversity Website/URL: <https://www.kmklaw.com/inclusion>

Organization Narrative

The law firm of Keating Muething & Klekamp PLL (KMK Law®), based in Cincinnati, Ohio, is a nationally-recognized law firm delivering sophisticated legal solutions to businesses of all sizes—from *Fortune* 50 corporations to start-up companies. KMK Law has been awarded a Top Workplaces honor by The Enquirer Media since 2012. *Chambers USA: America's Leading Business Lawyers*® 2023 recognized KMK as a leading law firm in Ohio in Banking & Finance, Bankruptcy & Restructuring, General Commercial Litigation, and Real Estate and in Ohio: South Central in Corporate/Mergers & Acquisitions. KMK Law earned four National Rankings in Corporate Law, Land Use & Zoning Law, Project Finance Law, and Venture Capital Law and 37 Metropolitan Rankings in the 2024 "Best Law Firms" Report. Founded in 1954, KMK has approximately 130 lawyers and a support staff of 120 employees.

While the firm has primarily built its reputation in the tri-state area, including Ohio, Kentucky, and Indiana, our unwavering client-first approach has helped us establish a national and international presence. We travel across the country and internationally whenever needed, while we maintain lower costs and bridge distances through the effective use of technology. Our clients agree that KMK Law has created a dynamic, energizing work environment that promotes success in a future-forward manner—one office, full mobility, sensible rates.

Additional information is available at www.kmklaw.com.

Our priority is to attract, retain, and provide opportunities to talented individuals who share our vision for creating a dynamic environment that promotes success for our clients and our colleagues. We hire talented lawyers seeking a career in an environment that provides first-chair responsibility and involvement at an early stage. We are committed to developing and maintaining a diverse and inclusive work setting at all levels, and we strive to attract people of diverse backgrounds and characteristics, including but not limited to, race, gender, ethnicity, cultural heritage, disability, religion, and sexual orientation.

Our competitive compensation and benefits package includes a profit sharing plan, which many firms have eliminated. KMK maintains both a base salary and bonus program that are in the top tier of similar employers in this region. Our benefits package is reflective of the long-term interests and needs of our associates, and continues to be an area where we take the lead in this region.

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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