

**Basic Information**

41 South High Street  
Suite 1700  
Columbus, OH 43215  
Organization Size: 393  
Office Size: 35  
**Hiring Attorney:**

**Recruiting Contact:**  
Ms. Julia Zerman  
Director of Legal Recruiting  
41 South High Street  
Ste. 1700  
Columbus, Ohio (OH) 43215  
United States  
**Phone:** 216.566.5906  
TalentManagement@ThompsonHine.com

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year) 165,000  
**Summer Compensation**  
2024 compensation for Post-3Ls (\$/week) 0  
2024 compensation for 2Ls (\$/week) 3,175  
2024 compensation for 1Ls(\$/week) 3,175

**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?

**Lawyer Demographics**

|  | Partner/Member | Associates | Counsel   | Non-traditional Track/Staff Attorneys | Summer Associates |          |
|--|----------------|------------|-----------|---------------------------------------|-------------------|----------|
|  | Men            | 13         | 4         | 5                                     | 0                 | 4        |
|  | Women          | 5          | 6         | 1                                     | 0                 | 1        |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0        |
|  | <b>Total</b>   | <b>18</b>  | <b>10</b> | <b>6</b>                              | <b>0</b>          | <b>5</b> |
| <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            | 11         | 3         | 4                                     | 0                 | 2        |
|  | Women          | 5          | 3         | 1                                     | 0                 | 0        |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0        |
| <b>Black or African American</b>                 | Men            | 1          | 1         | 1                                     | 0                 | 0        |
|  | Women          | 0          | 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            | 1          | 0         | 0                                     | 0                 | 0        |
|  | Women          | 0          | 2         | 0                                     | 0                 | 1        |
|  | 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                 | 2        |
|  | Women          | 0          | 1         | 0                                     | 0                 | 0        |
|  | Non-binary     | 0          | 0         | 0                                     | 0                 | 0        |
| <b>Persons with Disabilities</b>                 | Men            | 0          | 0         | 0                                     | 0                 | 0        |
|  | Women          | 0          | 1         | 0                                     | 0                 | 0        |
|  | Non-binary     | NC         | NC        | NC                                    | NC                | NC       |
| <b>LGBTQ</b>                                     | Men            | 1          | 1         | 0                                     | 0                 | 0        |
|  | Women          | 0          | 0         | 0                                     | 0                 | 0        |
|  | Non-binary     | NC         | NC        | NC                                    | NC                | NC       |
| <b>Veteran</b>                                   | Men            | 0          | 0         | 0                                     | 0                 | 0        |
|  | Women          | 0          | 2         | 0                                     | 0                 | 0        |
|  | Non-binary     | NC         | NC        | NC                                    | NC                | NC       |

## Pro Bono/Public Interest

Eric S. Daniel  
Partner  
2165665526  
Eric.Daniel@thompsonhine.com

|   |           |
|---|-----------|
| Is the pro bono information indicated here firm-wide or specific to one office? | Firm-wide |
| % Firm Billable Hours last year   | 0.5%      |
| Average Hours per Attorney last year  | 24.9      |
| Percent of associates participating last year                                   | 53.8%     |
| Percent of partners participating last year                                     | 20.2%     |
| Percent of other lawyers participating last year                                | 22.5%     |

## Professional Development

|  |              |
|--|--------------|
| Evaluations  | Annual       |
| Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? | Yes          |
| Rotation for junior associates between departments/practice groups?                                | Other        |
| Is rotation mandatory?   | Case-by-case |
| 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

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

|   |   |
|---|---|
| Number of 2023 Summer 2Ls considered for associate offers | 3 |
| Number of offers made to summer 2L associates             | 3 |
| General Hiring Criteria                                   |   |

## 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 |
|------------------------|--|-------------------------|----------------|-------------------|---|--|
| Litigation             | Business Litigation                        | 4                       | 1              | 2                 | 0   | 0  |
| Banking, Finance       | Commercial & Public Finance                | 1                       | 0              | 0                 | 0   | 0  |
| Real Estate, Land Use  | Construction                               | 1                       | 0              | 3                 | 0   | 0  |
| Business, Corporate    | Corporate Transactions & Securities        | 5                       | 3              | 4                 | 0   | 0  |
| Labor and Employment   | Employee Benefits & Executive Compensation | 2                       | 0              | 0                 | 0   | 0  |
| Environmental          | Environmental                              | 1                       | 0              | 1                 | 0   | 0  |

|                              |                                |   |   |   |   |   |
|------------------------------|--------------------------------|---|---|---|---|---|
| <b>Intellectual Property</b> | Intellectual Property          | 0 | 1 | 0 | 0 | 0 |
| <b>Labor and Employment</b>  | Labor & Employment             | 3 | 0 | 2 | 0 | 0 |
| <b>Real Estate, Land Use</b> | Real Estate                    | 1 | 0 | 0 | 0 | 0 |
| <b>International</b>         | International Trade            | 0 | 1 | 0 | 0 | 0 |
| <b>Trusts and Estates</b>    | Personal & Succession Planning | 3 | 0 | 0 | 0 | 0 |

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## Diversity & Inclusion

**Diversity Contact:** Ms. Justine Lewis

**Diversity Website/URL:** <https://www.thompsonhine.com/about/diversity-inclusion>

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## Organization Narrative

We offer a rich history, a rewarding present, and a promising future to individuals pursuing careers with Thompson Hine. We seek diversity in the recruitment of lawyers and other professional staff and strive to increase the retention and advancement of minorities and women.

We are accepting resumes for the 2025 Summer Program for the following offices: Cincinnati, Cleveland, Columbus, and Dayton.

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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