

Basic Information

Discovery Place
10050 Innovation Drive,
Suite 400
Dayton, OH 45342
Organization Size: 393
Office Size: 33
Hiring Attorney:

Recruiting Contact:
Ms. Julia Zerman
Director of Legal Recruiting
Discovery Place
10050 Innovation Drive, Ste. 400
Dayton, Ohio (OH) 45342
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	12	4	3	0
	Women	10	3	0	2
	Non-binary	0	0	0	0
	Total	22	7	3	2
Latinx	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
White	Men	11	4	2	0
	Women	10	2	0	2
	Non-binary	0	0	0	0
Black or African American	Men	1	2	0	0
	Women	0	0	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	0	0	0
	Women	0	1	0	0
	Non-binary	0	0	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	0	0	0	0
LGBTQ	Men	0	0	0	0
	Women	0	1	1	0
	Non-binary	0	0	0	0
Veteran	Men	0	0	1	0
	Women	0	0	0	0
	Non-binary	0	0	0	0

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
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
LAWYERS					
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.)					
SUMMER					
Post-3Ls					
2Ls					
1Ls					

Number of 2023 Summer 2Ls considered for associate offers	2
Number of offers made to summer 2L associates	2
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
Rotation (associates rotate through areas)	Rotation	0	0	1	0	0
Litigation	Business Litigation	4	1	2	0	0
Banking, Finance	Commercial & Public Finance	1	0	1	0	0
Business, Corporate	Corporate Transactions & Securities	6	0	2	0	2
Labor and Employment	Employee Benefits & Executive Compensation	2	0	0	0	0
Environmental	Environmental	1	1	0	0	0

Intellectual Property	Intellectual Property	3	0	0	0	0
Labor and Employment	Labor & Employment	1	0	0	0	0
Real Estate, Land Use	Real Estate	3	1	0	0	0
Trusts and Estates	Personal & Succession Planning	1	0	0	0	0
Bankruptcy	Business Restructuring Creditors' Rights and Bankruptcy	1	0	0	0	0
Litigation	Product Liability Litigation	0	0	1	0	0
Tax	Taxation	1	0	0	0	0

Diversity & Inclusion

Diversity Contact: Ms. Justine Lewis

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

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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