

BASIC INFORMATION

Firmwide
 Organization Size: 1103
 Office Size: 1001+
Hiring Attorney:
 Lauren Resnick

Recruiting Contact:
 Kristen Parrish
 Firmwide Manager of Student Recruiting
 1735 Market Street
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COMPENSATION & BENEFITS

2026 compensation for entry-level lawyers (\$/year) 225000
Summer Compensation
 2026 compensation for Post-3Ls (\$/week) 4327
 2026 compensation for 2Ls (\$/week) 4327
 2026 compensation for 1Ls (\$/week) 4327

PARTNERSHIP & ADVANCEMENT

Does the firm have two or more tiers of partner?: No
 If no, how many years is the partnership track?: 9

LAWYER DEMOGRAPHICS

KEY: M=Men W=Women NB=Nonbinary NR=Not Reported

Demographic	Partner/Member	Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
	M 0	0	0	0	0
	W 0	0	0	0	0
	NB NC	NC	NC	NC	NC
	NR NC	NC	NC	NC	NC
Total	0	0	0	0	0

Race/Ethnicity

Asian	M NC	NC	NC	NC	NC
	W NC	NC	NC	NC	NC
	NB NC	NC	NC	NC	NC
	NR NC	NC	NC	NC	NC
Total	0	0	0	0	0
Black or African American	M NC	NC	NC	NC	NC
	W NC	NC	NC	NC	NC
	NB NC	NC	NC	NC	NC
	NR NC	NC	NC	NC	NC
Total	0	0	0	0	0
Hispanic or Latino/a/x	M NC	NC	NC	NC	NC
	W NC	NC	NC	NC	NC
	NB NC	NC	NC	NC	NC
	NR NC	NC	NC	NC	NC
Total	0	0	0	0	0
Middle Eastern or North African	M NC	NC	NC	NC	NC
	W NC	NC	NC	NC	NC
	NB NC	NC	NC	NC	NC
	NR NC	NC	NC	NC	NC
Total	0	0	0	0	0
Native American or Alaska Native	M NC	NC	NC	NC	NC
	W NC	NC	NC	NC	NC
	NB NC	NC	NC	NC	NC
	NR NC	NC	NC	NC	NC
Total	0	0	0	0	0
Native Hawaiian or Pacific Islander	M NC	NC	NC	NC	NC
	W NC	NC	NC	NC	NC
	NB NC	NC	NC	NC	NC
	NR NC	NC	NC	NC	NC
Total	0	0	0	0	0

Demographic	Partner/Member		Associates	Counsel	Non-traditional Track/ Staff Attorneys	Summer Associates
White	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Total	0		0	0	0	0
Multiracial and/or Multiethnic	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Total	0		0	0	0	0
Unknown Race/Ethnicity	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Total	0		0	0	0	0

Disability, LGBTQ+, and Veteran Status

Persons with Disabilities	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Total	0		0	0	0	0
LGBTQ+	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Total	0		0	0	0	0
Veteran	M	NC	NC	NC	NC	NC
	W	NC	NC	NC	NC	NC
	NB	NC	NC	NC	NC	NC
	NR	NC	NC	NC	NC	NC
Total	0		0	0	0	0

For more details, visit www.nalpdirectory.com

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PRO BONO/PUBLIC INTEREST

Seanna Brown
Partner
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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

Average Hours per Attorney last year

48.69

Percent of associates participating last year

Percent of partners participating last year

Percent of other lawyers participating last year

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?

Yes

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

	Began Work In Summer				Expected
	2024	Prior Summer Associates	2025	Prior Summer Associates	2026
Summer Associates					
Post-3Ls					
2Ls	34	5	38	5	38
1Ls	6	0	5	0	5
	Began Work In Calendar Year				Expected
	2024	Prior Summer Associates	2025	Prior Summer Associates	2026
Entry-Level Lawyers					
Entry-level	38	38	31	29	33
Entry-level (non-traditional track)	7	0	0		0
	Began Work In Calendar Year				Expected
	2024	Prior Summer Associates	2025	Prior Summer Associates	2026
Laterals, Post-Clerkship, and LL.M. Hiring					
Lateral Partners	12	0	30	0	59
Lateral Associates	48	2	53	1	59
All Other Laterals (non-traditional track)	26	1	28	1	13
Post-Clerkship	3	2	6	2	6
LL.M.s (U.S.)	7	0	0		0
LL.M.s (non-U.S.)	1	0	0		0

Number of 2025 Summer 2Ls considered for associate offers

38

Number of offers made to summer 2L associates

38

General Hiring Criteria

Our culture is characterized by integrity, collegiality, practicality, and professional excellence. We strive toward innovation and building long-standing, high-quality client relationships. We seek to hire individuals who display these values and who represent the top talent in all of our markets.

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	139	49	87	1	2

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
Privacy and Data Security	Digital Assets & Data Management	41	19	50	1	
Intellectual Property	Intellectual Property	53	13	25		6
Labor and Employment	Labor & Employment	41	12	29		8
Litigation	Litigation	206	44	129	6	54
Tax	Tax, Personal Planning & Employee Benefits	46	6	17		2
General Practice	Administration		1			
General Practice	Unassigned			24	24	

DIVERSITY & INCLUSION

ORGANIZATION NARRATIVE

Belong at Baker: For more than a century, BakerHostetler has maintained an unwavering dedication to the highest standards of client service. With more than 1,100 attorneys across 18 offices coast to coast, we provide sophisticated and innovative legal counsel. Leveraging the firm's strong foundation, we have opened four offices (Dallas, San Francisco, Wilmington, Del., and Austin) since 2020.

Our core practice groups are Business, Digital Assets and Data Management, Intellectual Property, Labor and Employment, Litigation, and Tax.

- **We are trial lawyers with a tech advantage.** With more than 400 litigators, we represent market-leading clients in virtually every type of case and proceeding. We leverage a sophisticated suite of proprietary technology that includes predictive coding, artificial intelligence, and customized tools to efficiently manage and marshal large amounts of data to win for our clients.
- **We are a middle-market corporate leader.** With more than 275 attorneys nationwide, BakerHostetler's Business Practice Group covers every aspect of corporate practice. Since 2021, our deal teams have worked on more than 500 M&A transactions with an aggregate value of more than \$58 billion.
- **We provide a 360-degree approach to "everything data."** Our Digital Assets and Data Management Group includes more than 100 attorneys and technologists operating at the intersection of innovation and regulation. We address digital transformation, e-commerce, fintech, cybersecurity, consumer privacy, transactions, governance, risk management, and more. Our unique IncuBaker team develops insights and solutions that deploy emerging technology, including artificial intelligence, operational smart contracts and live data dashboards.

Be Valued: friendly, flexible, engaged. We are a nationwide Big Law firm with a collegial culture stemming from our Midwest roots. We are committed to creating a rewarding environment that offers opportunities for challenging work, a supportive and engaged atmosphere, and a promising path for career development. We signed the ABA Well-Being Pledge to support healthy work environments for legal professionals and we provide many programs and opportunities for balancing career and personal priorities.

- Alternative work schedules
- Benefits for part-time personnel
- Child and elder care resources and referral services
- Employee assistance program
- Parental leave, new parent support and ramp-up programming
- Hybrid work
- Inclusive and holistic family care beyond traditional medical coverage, including fertility (such as IUI, IVF, and egg, sperm or embryo freezing), adoption, and surrogacy benefits

Be Supported: training, mentoring, development. We provide an ongoing training track that supports your legal career at all stages designed to provide a realistic path to counsel and partnership. From practice-specific skills to business development and professional leadership, we believe in an apprentice culture that provides you with meaningful, practical experience, supported by experienced mentors throughout your career. Your learning and development opportunities evolve in step with your advancement, beginning with our highly regarded Summer Associate program. Programming includes:

- **Unassigned Associate Program:** Our one-year unassigned program enables you to explore your potential practice choices.
- **New Associate Academy:** A comprehensive, multi-day, in-person training program for the firm's entry-level associates, including substantive legal skills (legal writing, negotiations) as well as firm culture, professional ethics and law firm economics.
- **Midlevel Associate Academy:** Multi-day, in-person, critical skills and practice group-specific training (including NITA-based trial, transactional training) for our midlevel lawyers to give them hands-on experience to hone their developing practices.
- **Senior Associate Academy:** Essential advanced level professional development training, including leadership, business development and firm economics.
- **Practice group-specific training:** NITA-based deposition training, negotiation workshops for business transactions, in-office legal writing training, practice group and team trainings, webinars on practice developments, new case law and industry issues, and off-site Practice Group Retreats.

- **Comprehensive Mentoring Program:** For all associates over the life cycle of their careers to promote their professional satisfaction, well-being, training and development, and opportunities for advancement, including individual pairings, business development and mentoring circles.

Be Engaged: pro bono opportunities. One of our founding principles is commitment to the communities where we work and those in need through our pro bono work. Associates receive **full** billable hours credit for pro bono work with **no cap**.

Our pro bono work includes significant social impact litigation as well as nonprofit counseling and partnerships with organizations advocating for social justice, nonprofits, the legal rights of women, immigrants, members of the LGBTQ+ community, veterans, police officers, and more.

A recent example is the firm achieving victory when the U.S. Court of Appeals for the District of Columbia Circuit ruled that three Sikh men may wear their turbans and keep their beards as they complete Marine Corps recruit training.

We provide pro bono counsel for many organizations, including:

American Civil Liberties Union	National Women's Law Center	Athlete Ally
Iraq and Afghanistan Veterans of America	Human Rights Campaign	Her Justice
Lawyers for Good Government	LatinoJustice PRLDEF	Lambda Legal
Pennsylvania Innocence Project	Safe Passage Project	The King Center
Boys & Girls Clubs of America	Humanity in Action	Veterans Consortium
Global War on Terrorism	Immigration Equality	The Bail Project

The Veterans Legal Institute (VLI) has previously named BakerHostetler's Orange County office Law Firm of the Year for its exceptional legal services to VLI clients, striving to prevent veteran homelessness throughout Southern California.

Learn more about [Pro Bono](#) at BakerHostetler.

The dedicated work and time of associates for leading non-billable projects is recognized with **Citizenship Hours** that provide billable hour credit for bonus eligibility.

Be you: inclusive, supportive, respectful. BakerHostetler remains innovative, competitive and resilient in part by bringing a range of different voices into our conversations to help develop the creative and effective strategies our clients need to best meet the challenges they face. For more than 100 years, BakerHostetler has dedicated itself to professional excellence, the highest standards of client service and giving back to the communities in which we work. These core values make attracting, retaining and advancing top talent an absolute business imperative.

We actively seek the best and brightest from all backgrounds, experience and perspectives, and we commit ourselves to an environment that is welcoming and respectful, fosters engagement and encourages our people to thrive where they will seek to spend their careers. We provide a steady stream of events, webinars, and training opportunities, and support associate involvement in bar associations and community organizations.

Learn more about [Talent Engagement](#) and [Professional Development](#) at BakerHostetler.

Learn more about BakerHostetler on [LinkedIn](#).

The expected annual salary for entry-level Associates is \$225,000. The salary offered will be determined by a wide range of factors, including, but not limited to, experience level, education/training, and relevant skills. Associates also participate in a performance- and hours-based bonus program. BakerHostetler offers a comprehensive and competitive benefits program including group health, dental and vision insurance, vacation (20 days), paid holidays (10 days), 401(k) plan, parental leave (10 weeks, not including disability, where applicable, and accrued vacation), family care program, wellness program, life and accident insurance, and short and long-term disability.

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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