Baker & Hostetler LLP

BASIC INFORMATION

Firmwide
Organization Size: 1078
Office Size: 1001+
Hiring Attorney:
Lauren Resnick

Recruiting Contact:
Kristen Parrish
Firmwide Manager of Student Recruiting
1735 Market Street
Suite 3300
Philadelphia, Pennsylvania (PA) 19103-7501
United States
Phone: 215-564-2428
kparrish@bakerlaw.com

COMPENSATION & BENEFITS

2027 compensation for entry-level lawyers ($/year)	225000
Summer Compensation	
2027 compensation for Post-3Ls ($/week)	4327
2027 compensation for 2Ls ($/week)	4327
2027 compensation for 1Ls ($/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

NALP Copyright 2026

Baker & Hostetler LLP

PRO BONO/PUBLIC INTEREST

Joelle Berle
Partner
310-979-8452
jberle@bakerlaw.com

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
Summer Associates	2025	Prior Summer Associates	2026	Prior Summer Associates	2027
Post-3Ls					
2Ls	38	5	38	2	29
1Ls	5		6		6

	Began Work In Calendar Year				Expected
Entry-Level Lawyers	2025	Prior Summer Associates	2026	Prior Summer Associates	2027
Entry-level	31	29	32	32	35
Entry-level (non-traditional track)	0		0		2

	Began Work In Calendar Year			
Laterals, Post-Clerkship, and LL.M. Hiring	2024	Prior Summer Associates	2025	Prior Summer Associates
Lateral Partners	12	0	30	0
Lateral Associates	48	2	53	1
All Other Laterals (non-traditional track)	26	1	28	1
Post-Clerkship	3	2	6	2
LL.Ms (U.S.)	7	0	0	
LL.Ms (non-U.S.)	1	0	0	

Number of 2026 Summer 2Ls considered for associate offers	38
Number of offers made to summer 2L associates	37
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	140	49	84	1	5

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	42	18	47	1	
Intellectual Property	Intellectual Property	52	13	22		9
Labor and Employment	Labor & Employment	38	11	29		5
Litigation	Litigation	208	43	130	6	35
Tax	Tax, Personal Planning & Employee Benefits	46	8	17		3
General Practice	Administration		1			
General Practice	Unassigned			23	24	

DIVERSITY & INCLUSION

Diversity Contact: Leah Fisher
Diversity Website/URL: https://www.bakerlaw.com/talent-engagement/overview/

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 legal counsel in complex matters while remaining focused on client service, innovation, and attorney development. 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 Litigation, Business (Corporate), Digital Assets and Data Management, Intellectual Property, Labor and Employment, and Tax. Serving clients in more than 100 countries, BakerHostetler advises businesses ranging from emerging software startups to multinational corporations and other market leaders. Dedicated to serving clients and investing in our people, we handle complex cross-border matters and help our clients navigate their most critical legal and business challenges.

- **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. In 2025, our deal teams worked on 215 transactions with an aggregate value of more than $20 billion, including 76 Private Equity deals with an aggregate value of more than $8.3 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 industry-leading IncuBaker team develops insights and solutions that deploy emerging technology—including AI, operational smart contracts, and live data dashboards—helping lawyers and clients understand and navigate the convergence of technology, digital business, and the law.

Be Valued: friendly, flexible, engaged. We are a nationwide Big Law firm with a collaborative 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. Associate training and professional development 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's partnership with the Backpage Survivor Remission Network (BSRN). Led by the National Center for Missing & Exploited Children, BSRN assists survivors of Backpage.com sex trafficking in applying for compensation from the approximately $200 million seized from Backpage.com and CityXGuide.com under the U.S. Department of Justice remission process announced on July 31, 2025. Through this partnership, BakerHostetler attorneys have represented more than 20 victims in navigating the arduous and emotional process of applying for compensation.

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

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 (11 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.

For more details, visit www.nalpdirectory.com NALP Copyright 2026