

# Summer Associate Program

New York University Seattle University  
The Ohio State University University of Southern California  
Villanova University Harvard Law School  
Stanford University University of Kentucky  
New York Law School University of Cincinnati  
University of Pennsylvania Southwestern Law School  
University of Notre Dame Drexel Law School  
Southern Methodist University University of California Los Angeles  
Northwestern University Columbia University  
Case Western Reserve University Washington University  
George Washington University Fordham Florida State University  
University of Washington School of Law University of Houston  
University of Chicago Howard University  
St. John's University Temple Law School  
University of Michigan Law School  
Stetson University Georgetown University  
Hofstra University Cleveland State University University of Florida  
The University of Texas Yale University  
University of Miami University of Virginia  
Capital University

BakerHostetler—the law firm of choice for the nation’s leading law school students.

## National Firm, Unique Platform

- The strength of more than 900 lawyers in a broad range of practices
- Coordinated national and international practice groups
- Integrated industry teams with a real-world understanding of industry issues
- A record of excellence in providing superior client service

## Professional Development

Our summer associates gain in-depth experience across a broad range of practices and work closely with some of the most skilled lawyers in the country. Many successful students receive offers in the fall of their third year of law school for employment upon graduation.

Our summer program includes seminars on our practice areas and other topics of legal interest, as well as many social events designed to encourage casual interaction among our summer associates, lawyers, and other professional staff. An important element of job satisfaction in any career is developing positive relationships at work.

## Firm Overview

BakerHostetler, one of the nation's largest law firms, represents clients around the globe. With offices coast to coast, our more than 900 lawyers litigate cases and resolve disputes that potentially threaten clients' competitiveness, navigate the laws and regulations that shape the global economy, and help clients develop and close deals that fuel their strategic growth.

BakerHostetler has five core practice groups: Litigation, Business, Employment, Intellectual Property, and Tax. Within these groups are several large specialty practices, including antitrust, bankruptcy, healthcare, energy, middle-market M&A, complex commercial litigation, data privacy and security, patent prosecution, and international tax. Our attorneys have broad knowledge and experience in many industries, including energy, media, manufacturing, healthcare, financial services and insurance, consumer products, and hospitality.

We distinguish ourselves through our commitment to the highest standard of client care. By emphasizing an approach to service delivery as exacting as our legal work, we are determined to surpass our clients' expectations.

We were named to BTI Consulting Group's "Client Service A-Team" in 2014, ranking #33 in client service out of 650 law firms serving large companies.\* The Firm was also named a "Go-to Law Firm" by *Fortune* 500 general counsel surveyed for *Corporate Counsel* magazine's latest guide to in-house law departments.

Associate Academy is a great opportunity to network with your colleagues and form relationships that reinforce the fact that BakerHostetler extends beyond any one office. While you learn a lot at the Academy about the Firm through insights from partners and professional speakers from around the nation, the program manages to remain fun by encouraging associates to interact through a range of activities, including wine tasting, dinners out, and a poker tournament, that allowed us all to get to know one another on both a professional and personal level. No matter what office or practice group you belong to, you will find that the first-year associates you meet share your concerns and anxieties about starting out at the Firm. There is a lot of comfort and reassurance in that communal experience.

– Amanda Roberts Pierson, Houston Associate, 2013 Summer Associate, University of Texas School of Law, Class of 2014

*Amanda Roberts Pierson (third row from bottom, second from left) with the 2015 Associate Academy class*



\*BTI's results are based on individual interviews with corporate counsel at *Fortune*-listed and other large companies.

## Training and Mentoring

We're committed to the training and professional development of all our new attorneys—whether first-year associates or laterals.

### Associate Academy

Four days of top-notch training for first-year associates, including:

- Business development
- Career development
- Communication skills
- Effective legal negotiation
- Firm management and culture
- Professional liability

### Orientation and Mentoring Program

Our mentoring program matches each first-year associate and lateral associate with a mentor who assists in his or her training and development.

Associates are advised of their progress on a regular basis. This ensures they have the feedback they need to move forward in their careers. For new associates, these reviews are ongoing, with formal, written evaluations occurring semiannually.



*Cleveland Summer Associates (left to right) Samuel Toth, Taylor Jackson, Mark Norris, and Zachary Ciullo*

### Mid-Level Training

During an associate's third or fourth year, he or she participates in a multiday training program targeted to the associate's developing practice.

When you're hired as a summer associate, your experience at BakerHostetler is what you make of it. As a young associate, it's important to have an open mind and no preconceptions of what you want to do. Introduce yourself to associates and partners, and be willing to take on a broad array of assignments. I was 100 percent certain I wanted to be a litigator, but after working on several business assignments, I'm not so sure anymore. What is certain is that you'll have incredible opportunities working on high-profile matters for important clients.

As a summer associate, I had plenty of substantive client interaction and even got to go to trial. It was very rewarding seeing the research I did reflected in the brief that went to court. The preparation and guidance I received were indispensable and allowed me to develop my skills in a friendly but challenging environment. Clearly, BakerHostetler views all of its attorneys, including the summer associates, as valuable assets. Despite how busy everyone was, I always felt like the partners were happy to go out of their way to support and mentor me to success.

– Zachary Ciullo, Cleveland Associate  
2013 Cleveland Summer Associate  
University of Michigan School of Law, Class of 2014

BakerHostetler midlevels were especially pleased with partners' relations with associates, and the satisfaction level of the work, and gave good ratings for the firm, overall, as a place to work.

– American Lawyer, 2014 Mid-Level Associate Report

## Hiring

For our summer associate program, we seek students with superior academic records who have completed their first or second year of law school. We look for those students who have demonstrated, through their interests and activities, the motivation and interpersonal skills necessary to become excellent lawyers.

### 2014 Vault Guide to the Top 100 Law Firms

- Overall Best Summer Program, Ranked 14th in the country
- Summer Associate: Prepared, Ranked 11th in the country
- Best in Region: Midwest, Ranked 4th

### American Lawyer Mid-Level Associate Report

- 2014 Offices Ranked by City
  - Cleveland: 1st
  - Columbus: 1st

Washington, D.C., Associate  
Sally Yuanyuan Qin

The summer experience at BakerHostetler's Washington, D.C., office offered me a wonderful transition from academic life at law school to professional life at one of the best law firms in the country. My work during the summer included research on international litigation, lobbying, and tax controversy matters. When I returned to the D.C. office as a full-time associate, I continued to work on the cases in which I was engaged during the summer.

Aside from the legal matters we were assigned to, summer associates at BakerHostetler also had the opportunity to participate in the wide range of activities the nation's capital has to offer. We volunteered in the local community, assisted in a pro bono case, stretched our sea legs on a schooner, toured Capitol Hill, and rooted for the Nationals at a ball game. The culture at the Firm is congenial. Partners, associates, and staff alike treated all the summer associates with respect, trust, and care. It was the personality of the Firm that brought me back as an associate.

– Sally Yuanyuan Qin, Washington, D.C., Associate  
2010 Washington, D.C., Summer Associate  
University of Minnesota Law School, Class of 2011





## Representative Clients

AT&T  
Amazon  
Bayer Corporation  
Cardinal Health, Inc.  
Caterpillar Inc.  
CBS Outdoor  
Chevron Phillips Chemical  
Company LP  
Colgate-Palmolive Company  
Ferro Corporation  
Fifth Third Bank  
Ford Motor Company  
Groupon, Inc.  
Honeywell International Inc.  
KeyCorp  
Major League Baseball  
Microsoft Corporation  
OfficeMax  
Siemens Energy, Inc.  
The E. W. Scripps Company  
The Johns Hopkins University  
The Progressive Corporation  
The Sherwin-Williams Company  
USAA  
Verizon  
Wyndham Worldwide Corporation  
Xerox Corporation

## Practice Strengths and Industry Groups

### Business and Corporate

Bankruptcy, Restructuring, and  
Creditors' Rights  
Corporate Governance  
Debt Finance  
Government Contracts  
International Transactions  
Media Mergers and Acquisitions  
Mergers and Acquisitions  
Private Equity and Venture Capital  
Project Development and Finance  
Securities Offerings and Compliance

### E-Discovery Advocacy and Management

### Employee Benefits

Benefit Plans  
Executive Compensation and 409A  
Compliance  
Health and Welfare Plan Counsel

BakerHostetler lawyers help clients establish, maintain, and protect market-leading positions across the United States and around the world. We offer clients the services of more than 900 lawyers in a full range of practices; a unique geographic platform, including both coasts and the center of the country; a deep knowledge of industry issues; and nearly 100 years of excellence and achievement.

### Employment

Employment Class Actions  
Employment Counseling  
Employment Litigation  
Labor Relations  
Noncompete and Trade Secrets  
Wage and Hour  
Whistleblower and Compliance

### Intellectual Property

Biotechnology, Chemical, and  
Pharmaceutical  
Copyright, Content, and Platforms  
Electrical, Mechanical, and Computer  
Science Litigation  
Electrical, Mechanical, and Computer  
Science Prosecution  
Information Technology and  
Transactions  
Media Law and Digital Content  
Privacy and Data Protection  
Trademark

### International

German Practice  
International Disputes  
International Tax  
International Trade: Compliance  
and Trade Policy  
International Transactions  
Strategic Outsourcing

### Legislative and Regulatory

FDA and Life Sciences  
Government Contracts  
Government Policy

### Litigation

Antitrust and Competition  
Appellate and Major Motions  
Class Action Defense  
Complex Commercial Litigation  
Construction  
Environmental  
International Disputes  
Maritime

Product Liability and Toxic Tort  
Securities Litigation and Regulatory  
Enforcement  
White Collar Defense and Corporate  
Investigations

### Private Wealth

Counseling Fiduciaries and Beneficiaries  
Family Office and Private Trust  
Companies  
Private Wealth Planning

### Real Estate

Real Estate Development  
Real Estate Finance  
Real Estate Leasing  
Real Estate Transactions

### Tax

Criminal Tax Defense  
International Tax  
State and Local Tax  
Tax Controversy and Litigation  
Tax-Exempt Organizations and  
Charitable Giving  
Transactional Tax

### Industries

Distribution and Franchise  
Energy Industry  
Healthcare Industry  
Hedge Fund Industry  
Hospitality Industry  
Shale  
Sports and Entertainment

### Emerging Issues

Foreign Corrupt Practices Act (FCPA)  
Health Care Reform: Businesses and  
Organizations  
Health Care Reform: Providers,  
Practitioners, Suppliers  
Independent Contractor  
Misclassification  
New Markets Tax Credit

## Clients, Matters, and People

- BakerHostetler is leading an industry challenge to a final rule the Bureau of Land Management (BLM) issued imposing new regulatory requirements for hydraulic fracturing on federal lands. The firm filed a lawsuit on behalf of the Independent Petroleum Association of America and Western Energy Alliance on March 20, 2015—the same day BLM issued the new rule—in Wyoming federal district court. The industry groups argue that the new requirements duplicate regulations state agencies already enforce, require the disclosure of confidential commercial information in a manner that violates public records law, and represent the product of a procedurally deficient rulemaking process. News of the lawsuit was reported by Bloomberg, Associated Press, Reuters, Forbes, The Washington Post, Fortune, The Hill, The New York Times, The Washington Times, and Los Angeles Times. The States of Wyoming, North Dakota, and Colorado have since joined to raise a lawsuit challenging the same rule, also in the District of Wyoming. The two lawsuits have been assigned to the same judge and are expected to be resolved simultaneously.
- Our client Big River Steel LLC was awarded IJGlobal Americas’ “North American Mining & Metals Deal of the Year” for the development of a \$1.5 billion steel mill being constructed in Mississippi County, Arkansas. The project represents the largest single private investment in the state’s history. Legal advice for financing and development of the mill was coordinated by a cross-practice team of BakerHostetler attorneys who advised the company regarding organization and tax structuring; financing, including senior and subordinated loans and government loans and incentives; real estate; commercial contracts; and permits. When completed, the Big River Steel project will employ 525 people and indirectly create thousands of other jobs in an economically impoverished area. The mill will be the most technologically advanced, flat-rolled steel mini-mill in the world, capable of producing a wide range of high-quality steels. It will maintain the highest air quality standards for any electric arc furnace steel mill in the world and will make Mississippi County, Arkansas, one of the largest steel-producing counties in the United States. Big River Steel broke ground in July 2014, and construction is expected to be completed in 2016.



*Washington, D.C., Associate  
Emerald P. Greywoode*

Life as a summer associate at BakerHostetler can be unpredictable, but in a good way. From the various work assignments and events, I never knew what I’d get to do next, but with every new opportunity, I found my time at the Firm to be extremely rewarding.

Because BakerHostetler fosters a supportive environment, I always felt comfortable asking questions about difficult assignments to ensure I was on the right track. The summer program at BakerHostetler is structured in such a way as to give students the opportunity to get a realistic experience of firm life. In that way, I am beginning the process of applying the legal skills I learned in law school to working efficiently and effectively in practice.

— Emerald P. Greywoode, Washington, D.C., Associate  
2011 Washington, D.C., Summer Associate and  
Diversity Fellowship Recipient  
University of Virginia School of Law, Class of 2012

- We're at the forefront of the ongoing, international legal battles to recover money for the defrauded victims of Bernard L. Madoff Investment Securities LLC (BLMIS). In December 2008, the district court appointed the Firm as counsel to Securities Investor Protection Act Trustee and BakerHostetler Partner Irving H. Picard. BakerHostetler attorneys, working under the direction of Chief Counsel and BakerHostetler Partner David J. Sheehan on the BLMIS liquidation, have recovered more than 62 percent of the estimated \$17.5 billion in principal losses and returned more than \$7 billion to BLMIS customers as of July 2015. This recovery exceeds any prior restitution effort related to Ponzi schemes both in terms of dollar value and percentage of stolen funds recovered. The Firm's unprecedented success in the BLMIS liquidation underscores the fact that BakerHostetler is the smartest choice for cases with complex financial fraud, insolvency/bankruptcy, and/or massive discovery issues. Our attorneys have expertly handled the immeasurable challenges inherent in a case of this magnitude, which is squarely at the intersection of policy, government, litigation, e-discovery, internal investigations, corporate reorganization, tax, bankruptcy, securities litigation, and international law.
- Texas Children's Hospital and Seattle Children's Hospital, BakerHostetler clients, won a victory for sick and needy children when a U.S. district court judge stopped a federal agency from taking action that would jeopardize resources used for their care. Both hospitals are disproportionate share hospitals (DSH) that receive federal funds because more than half their patients are Medicaid-eligible. However, informal guidance from the Centers for Medicaid & Medicare Services (CMS)—provided via a website FAQ—would have forced the hospitals to repay tens of millions of dollars of this funding because they treated Medicaid-eligible children who were covered by third-party insurance although the hospitals never billed Medicaid or received Medicaid reimbursement for treating those children. The CMS guidance included these third-party payments in calculating reimbursement for DSH overpayments. The judge found this a material change to the law requiring notice and comment under the Administrative Procedures Act, and enjoined CMS from recovering the DSH payments.
- Daniel Omar, a 14-year-old boy in war-torn South Sudan, lost both arms in a bomb explosion. After reading a Time magazine article about Daniel, Mick Ebeling, founder of Not Impossible Labs, was compelled to help. Not Impossible, a BakerHostetler client, is a company dedicated to "technology for the sake of humanity." Ebeling crowdsourced a team of innovators to find a way to create a low-cost, 3D-printed prosthetic arm for Daniel and other area children who lost limbs. BakerHostetler created all of the agreements related to the intellectual property, documentary development, and funding and promotion of the venture, dubbed "Project Daniel." Not long after the Not Impossible crew arrived with their newly developed software, dozens of laptops, spools of plastic, and 3D printers, Daniel, now 16, was trying out prosthetics made using parts generated by a 3D printer. In November 2013, Daniel fed himself for the first time in two years. He ate three brownies. Upon leaving, the crew left behind all of their computers, printers, and supplies after teaching the locals how to create the prostheses. By the time the team returned to their homes in the U.S., the local trainees had successfully printed and fitted another two arms, proving the project will have lasting benefit beyond the team's presence. Project Daniel was sponsored by Intel and HP, and the related promotions have swept 2014 advertising industry awards worldwide.



## Program Structure

Our summer program is designed to give law students exposure to many facets of the Firm's practice. Summer associates attend conferences, "Lunch-and-Learn" practice group sessions, depositions, trials and other court proceedings, labor arbitrations, administrative proceedings, and business transaction closings. We closely monitor work assignments to ensure that summer associates work on multiple projects and with a variety of lawyers in different practice areas.

Each summer associate is partnered with a senior associate, often former summer associates, who facilitate introductions to other attorneys in the office and offer advice and direction about our Firm, office culture, and clients. We routinely provide feedback, both formal and informal, throughout your summer with us. You will receive ongoing comments as you work on assignments, and the attorneys you work with will also formally evaluate your performance as assignments are completed. We provide a final evaluation at the end of the program.

Our summer program provides a strong balance of realistic work with the opportunity to enjoy the camaraderie that comes from being part of BakerHostetler. We hold a number of social events throughout the summer, enabling you and our attorneys to get to know one another in a more relaxed atmosphere.

### What Is a Typical Day?

Summer associates usually arrive between 8:00 and 9:00 a.m. and work until 5:00 or 6:00 p.m., depending on their personal preferences and work demands. There are ongoing lawyer training programs that all summer associates are encouraged to attend. The majority of a summer associate's time is spent working on projects for various lawyers and attending "out-of-library" events, including depositions and closings, among others. There is also a schedule of social events designed to permit the summer associates to get to know as many lawyers in the office as possible and to acquaint out-of-towners with the city. A typical summer tenure lasts six to 10 weeks.

Now is a great time to be a member of the BakerHostetler team. While some firms have scaled back during the economic downturn, BakerHostetler, from a position of strength, is in growth mode. As a young associate, it is exciting to be part of a vibrant team.

I am impressed by the collegiality of the Firm and the support that I receive on a regular basis. BakerHostetler's 14 offices span the country, but the Firm truly functions as an integrated unit. I frequently interact with attorneys and support staff in other offices, and our collaboration invariably is seamless.

My legal practice is diverse and challenging, and I enjoy confronting complex issues and serving our clients. Due to our excellent client base, I have opportunities to work on large, multifaceted matters and also smaller matters that allow me to assume a great deal of responsibility.

From day one at BakerHostetler, I have felt that my colleagues value and respect my unique interests and goals, and that same attitude of acceptance and respect applies throughout the workplace. While our work is challenging and requires a high level of performance, this Firm encourages its attorneys and staff to maintain and cultivate their own interests and endeavors.

— Michael P. Wright, Chicago Associate  
University of Michigan School of Law, Class of 2006

*Chicago Associate Michael P. Wright*



## Inclusion and Diversity

*We've made a long-term commitment to incorporate diversity within our workforce. We devote substantial time and resources to the recruitment, retention, and development of minority and women lawyers. We recognize that in order to serve the needs of our diverse client base, our lawyer population needs to be equally diverse.*

The Firmwide Diversity and Inclusion Committee, established more than 13 years ago, oversees a number of diversity initiatives including:

- Our Diversity Fellowship Program provides up to a \$25,000 award. The amount of \$10,000 is paid with a summer associate position with the Firm, and the remaining \$15,000 is contingent upon receiving and accepting a full-time offer with the Firm.
- The Firm's Paul D. White Scholarship offers minority law students a paid summer clerkship and a \$7,500 cash award. The Firm has awarded more than \$2 million in scholarships and clerkships for minority law students since the program's inception in 1997.
- Our Diverse Attorney Conference brings together our minority and LGBT lawyers, top Firm management, clients, and outside experts to discuss strategies to increase recruitment, retention, and promotion of minority lawyers.
- The Firm's Women's Committee, which comprises attorneys from all our offices, as well as representation from Firmwide human resources and marketing, provides recommendations to management with respect to challenges facing women in the legal profession. Members discuss recruiting and retention, business development, work-life balance, and advancement to management.
- Recruiting strategies include actively soliciting minority, LGBT, and women candidates through targeted on-campus interviews and lateral attorney interviews, participation in minority recruitment job fairs, and the appointment of minority and women attorneys to our Hiring Committees. For the past 12 years, more than half of our new associates have been women and minorities.

I was impressed that there was not just one Paul D. White scholar, but several of the offices had scholarship recipients. This reiterated that this was a Firmwide commitment to encouraging diversity. Receiving the scholarship was the critical factor in my decision to spend the summer at BakerHostetler. I have Paul D. White and those who preserve his legacy to thank for the learning and professional development the summer experience afforded me, and for helping me to realize the first steps in beginning my career as an attorney.

Kelvin M. Lawrence, Columbus Associate  
2005 Cincinnati Summer Associate, Paul D. White Scholarship recipient  
2006 Columbus Summer Associate, University of Michigan Law School,  
Class of 2007



*Kelvin M. Lawrence*



*Rachel M. Smith*

I was honored to accept the Firm's Paul D. White Scholarship as a first-year law student, and after spending two summers with BakerHostetler, it became apparent that the Firm could offer me invaluable breadth and wealth of experience as a young attorney. This proved true when I accepted a full-time position with BakerHostetler. Today, I'm proud to remain a part of a firm that is committed to the professional development of its people and to the resources essential to delivering effective and distinctive legal services worldwide.

Rachel M. Smith, Houston Partner  
2002, 2003 Houston Summer Associate,  
Paul D. White Scholarship recipient  
The University of Texas School of Law, Class of 2004

## Firm Recognition

- **Chambers Global** has named five BakerHostetler attorneys in the 2015 edition of *Chambers Global Guide*. Two firm rankings were earned in the areas of Privacy and Data Security and International Trade.
- Chambers and Partners has selected BakerHostetler's Privacy and Data Protection team as a finalist for the 2015 **Chambers USA "Privacy and Data Security Team of the Year" Award**. The firm is one of only seven firms to be shortlisted for this prestigious honor.
- **BTI Client Service A-Team 2015**: BTI is proud to announce clients rank BakerHostetler number 28—earning the Firm a place on **The BTI Client Service 30** list for 2015. BakerHostetler joins an elite group of 30 law firms most recognized by clients for client service excellence.
- Three BakerHostetler partners were named among the **BTI Client Service All-Stars 2015**: Kevin W. Kirsch (Cincinnati, Columbus), Joseph Lucci (Philadelphia), and Laura J. McMahon (Houston).
- BakerHostetler, along with clients Caterpillar Inc., Pangea3 US, and Heyl Royster, was named among the **Association of Corporate Counsel's** 2014 "Value Champions," a recognition honoring efforts aimed at improving costs, predictability, and outcomes. We were one of only three law firms to receive this honor.
- Recognizing the outstanding results we consistently deliver for our clients, three of our practices—**Class Action, Privacy, and White Collar**—were named 2014 **"Practice Group of the Year"** by Law360. In addition, Law360 named Paul Karlsgodt a 2014 "MVP in Privacy," thus making us the only firm to have more than one individual named an MVP in Privacy since the honor's inception.
- **Law360** named three young partners in their 2015 "Rising Star" series. Our Rising Stars were selected in Privacy, Health, and Life Sciences.

## Pro Bono Opportunities

We were founded by partners who first served in municipal government and then incorporated that commitment to community support into their legal practice. This dedication endures today through the Firm's pro bono efforts. We recognize the importance of applying our resources and knowledge to assist those in need. When the Firm accepts a pro bono matter, we are committed to supporting that representation fully, with the same standards of professionalism, excellence, and respect that apply to the work we do for any client.

Our Pro Bono Legal Services Policy encourages each lawyer to achieve the level of pro bono services established by the American Bar Association and reiterates our belief that this work is crucial to the communities in which our lawyers reside. In an additional demonstration of the priority we place on this work, the Firm credits attorneys' billable hours for time invested in pro bono matters.

### Sample Pro Bono Matters

- Former Ambassador and Partner Tom McDonald and Partners Stephen J. Petras and Janis M. Penman represented the **William Jefferson Clinton Presidential Foundation** in its efforts to reach agreements with four generic drug companies in India and South Africa to supply discounted antiretroviral AIDS medicine to select countries in Africa and the Caribbean.

- Partner Steven H. Goldberg has been involved with **WITNESS**, the international human rights organization, since its early stages when it was a project of the Lawyers Committee for Human Rights. He enlisted fellow corporate, intellectual property, and tax lawyers in the New York office who now manage most of the legal needs of the organization on a pro bono basis, including copyright licensing, partnership agreements, and negotiation of almost every type of agreement from leases to licensing of videos.
- The Firm often works with the **ACLU of Colorado** on civil rights matters. Along with the organization, the Firm negotiated a more than \$1 million settlement with the state of Colorado that included a formal agreement by the Colorado State Patrol to change its Fourth Amendment law enforcement training practices. The cause for the civil action was the death of a Colorado man who was shot when he refused to allow two officers to enter his home without a warrant, a Fourth Amendment requirement. In another Colorado case, the Firm reached an agreement with the Garfield County Jail in which the jail agreed to change the way it uses restraints.
- BakerHostetler is a proud supporter of **The Legal Aid Society of Cleveland**, and its attorneys are actively involved in supporting the society's efforts. Associate Aaron A. O'Brien serves on its board of directors and as a member of its Development and Governance committees. Associate Daniel M. McClain serves as a volunteer advocate in Legal Aid's "Partners in Justice" program. The Cleveland office sponsors a Special Education Attorney position within the organization's Health, Education, Work & Income Practice Unit with an annual \$120,000 contribution. Additionally, our lawyers volunteer their time providing advice to low-income individuals through the organization's "Brief Advice and Referral Clinic."
- The firm has a 12-year relationship with the **Equal Justice Initiative of Alabama** and has been significantly involved with multiple death penalty appeals over the years, including an 11-year case challenging a conviction and death penalty sentence in state and federal proceedings in Alabama. Currently, Firm attorneys are appealing the conviction and death penalty sentence of a man who asserts that his rights were violated because the jury did not hear evidence regarding conflicting confessions to the crime from other suspects.
- Attorneys in the New York office work with the New York City Bar Association's **City Bar Justice Center** and, through its Consumer Bankruptcy Project, provide legal assistance to low-income consumers with outstanding debts. This includes assisting debtors filing pro se bankruptcy petitions and providing pro bono representation to debtors in contested matters.
- The Firm has a partnership with **Her Justice**, an organization serving underprivileged women and children in the New York area. Through this program, our attorneys regularly help women who are the victims of domestic violence with family law matters, including divorce and immigration issues.

**BakerHostetler attorneys also perform pro bono legal services for organizations such as:**

- ACLU of Pennsylvania
- Immigration Equality
- Legal Aid Society of New York
- Rocky Mountain Children's Law Center
- Southern Poverty Law Center





## Summers in Our Cities

### Workplace of Choice

Our lawyers and staff are the Firm's most valuable resources. We strive to be a workplace of choice and are committed to creating a rewarding work environment that offers opportunities for interesting work, a supportive and collegial atmosphere, and a promising pathway to career development.

Because we believe that personal and client satisfaction go hand in hand, and that quality of life is as important as quality of work, we provide opportunities for balancing career and personal demands, including:

- Alternative work schedules
- Benefits for part-time personnel
- Child and elder care resources and referral services
- Employee assistance program
- Paid vacation
- Parental leave
- Short-term disability benefits

We expect that the talented and dedicated professionals we hire will have a desire to make a difference in the communities in which they live and work. Our lawyers and staff are encouraged to be active in their communities, and a number of our offices have organized community service initiatives, including holiday "Adopt-a-Family" programs, book and school supply drives, tutoring programs at grade schools, and volunteer work at Habitat for Humanity home sites. We offer support to a wide range of organizations across the country related to education, social welfare, health and fitness, and the arts.\*

\* Note: These work/life programs reflect current Firm policy/practice and are subject to change at any time without notice for any reason. This summary is for informational purposes only. Some service requirements may apply.



# Offices

One of the nation's leading law firms, BakerHostetler helps clients around the world address their most complex and critical business and regulatory issues. With five core national practice groups—business, employment, intellectual property, litigation, and tax—the firm has more than 900 lawyers located in 14 offices coast to coast.

## Atlanta

BakerHostetler established the Atlanta office in January 2014 when the Firm combined with IP boutique Woodcock Washburn. The Atlanta IP practice serves clients in the telecommunications, chemical, and life sciences industries, including the nation's largest telecommunications company and one of the world's top two diversified chemical companies. In June 2015, nearly 30 healthcare and corporate attorneys from McKenna Long & Aldridge LLP joined the Firm in Atlanta. They concentrate on litigation, real estate, transactional, and regulatory matters in the healthcare industry. Our investment in Atlanta reflects the city's steady growth as a key hub for business, banking, finance, education, and healthcare.

## Chicago

Since opening in November 2009, the Chicago office has expanded the Firm's capabilities in key legal areas including commercial litigation, employment and labor, private equity, corporate, intellectual property, patent prosecution, data security, and privacy. We handle a variety of complex legal matters for Fortune 100 companies, privately held companies, and individuals having business interests in this continually robust market.

## Cincinnati

Since opening in 1997, our Cincinnati office has been serving clients throughout the region in industries such as broadcasting, publishing, digital media, construction, financial, manufacturing, healthcare, technology, computing, data, and customer service. We are in proximity to the headquarters of a number of the Firm's leading clients, allowing our attorneys to provide comprehensive legal services backed by the strength of a national firm. We offer legal services in all five of the Firm's practice areas.

## Cleveland

For nearly 100 years, we have served Cleveland companies and the community. In fact, the commitment of our Firm's founding partners to the city precedes their dedication to the Firm. Newton D. Baker was a former mayor, and other founding partners played key roles in his administration. We practice in all major areas of the law, counseling multinational manufacturers, healthcare institutions, retailers, real estate developers, financial services companies, and other businesses on their global transactions, corporate governance, antitrust, intellectual property, environmental, tax, personal planning/trusts and estates, employment and labor, bankruptcy, real estate, litigation, and other matters. Additionally, we have long-standing experience in media and communications law and sports law.

## Columbus

Widely recognized as one of the city's leading full-service firms, our Columbus office is one of the largest law offices in the area. We practice in all major areas of the law, providing counsel to diverse clients in matters related to employment and labor, business and finance, healthcare, securities and mutual funds, employee benefits, estate planning and tax, litigation, class actions, and real estate finance and development. We represent several of central Ohio's preeminent businesses,

including automobile manufacturers, insurance companies, transit authorities, healthcare service providers, municipalities, retailers, distributors, manufacturers, and energy enterprises.

## Costa Mesa

Our Costa Mesa office provides comprehensive legal counsel in all aspects of commercial litigation, tax planning, corporate securities and business transactions, and intellectual property. We also have a nationally renowned proficiency in the representation of motor vehicle manufacturers and distributors. Through our local office, all of our clients' requirements in these practice areas benefit from the depth of resources, knowledge, and experience of our national Firm.

## Denver

Located at the foot of the mineral-rich Rocky Mountains, our Denver office is at the center of one of the nation's hotbeds for the oil and gas industry. Key members of our Energy and Shale team are located here and provide regulatory counsel, transactional representation, and litigation services to leading international and domestic energy companies and service providers with interests in oil, natural gas (including shale), and alternative energy sources. We serve clients engaged in many other industries, including construction, real estate, commercial banking, healthcare, insurance, and hospitality, among others. We maintain robust tax, wealth management, class action defense, complex commercial litigation, labor and employment, and real estate practices as well. The client base of our Denver office has continued to expand from the Denver metropolitan area to the entire state of Colorado and the Rocky Mountain region, and is truly national in scope.

## Houston

Our Houston office provides comprehensive legal service to clients locally, nationally, and globally. Our experience and resources match the market's position as a worldwide center for energy, international trade, healthcare, real estate, and manufacturing. As Houston continues to grow and diversify, so does our office's client base. We represent clients in many industries, including aviation, major energy, shipping, and energy services, as well as offshore drilling companies, major automobile manufacturers, healthcare providers, computer and biotechnology companies, and the financial lending divisions of Fortune 500 companies.

## Los Angeles

Our Los Angeles office provides service in the areas of complex commercial litigation, corporate and general business, constitutional law, unfair competition, environmental and hazardous waste regulation, employment law and employee benefits, intellectual property, Internet and media law, nonprofit organizations, oil, gas and energy, products liability, real estate, complex tax law, insolvency and financial restructuring, and healthcare. Our client base includes many national and international corporations doing business in Southern California. Our clients are engaged in a variety of businesses, including healthcare, manufacturing, shipping, real estate development, oil and gas exploration, insurance, retailing, media and entertainment, and nonprofit.

## New York

Located in the heart of one of the fastest-paced cities in the world, our New York office represents clients across virtually every industry sector, from Fortune 500 companies to venture capital firms and private equity funds to information technology startups. We provide key legal services in practice areas including white collar, commercial and securities litigation, corporate,

bankruptcy, intellectual property, privacy, data protection, tax, and real estate. We have been involved in many cutting-edge cases and deals, ranging from our post-Enron appointment as monitor of Merrill Lynch to our representation of The E.W. Scripps Company in the sale of United Media Licensing and the related PEANUTS® brand. In addition, New York Partner David J. Sheehan, Chief Counsel to New York Partner Irving H. Picard, SIPA Trustee for the Madoff liquidation, leads the court-appointed BakerHostetler legal team in the Madoff Recovery Initiative, which involves international investigations and hundreds of litigations that have led to nearly \$11 billion in recoveries as we continue to unravel the largest Ponzi scheme in history.

## Orlando

Located in one of the world's leading vacation and resort destinations, our Orlando office is a leader in hospitality and real estate law and is equally committed to the area's burgeoning commercial sector. We serve as global counsel to some of the world's leading hotel and resort developers and operators, handling matters ranging from simple agreements to complex transactions, including sophisticated financing, major acquisitions, mixed-use projects, developments with regional impact, land use planning and permitting, construction, licensing, tax planning, and project disposition. The office is also home to members of our Sports and Entertainment team and Employment Class Actions team.

## Philadelphia

With a well-established and well-known IP team, our Philadelphia office handles prosecution and transactional matters, as well as litigation. The Philadelphia IP practice has been recognized as the number one IP practice in Pennsylvania by Chambers USA for 13 years running. We provide guidance in all phases of IP planning, from formulating strategies for and securing IP rights to creating strategies for licensing and other forms of commercialization to litigating and pursuing other forms of

dispute resolution. We help clients secure, use, and protect IP assets related to diverse fields such as medical devices, antiviral drugs, software, semiconductors, manufacturing, entertainment, advertising, publishing rights, and e-commerce. In addition, we draft and prosecute utility and design patent applications and provide patent counseling and litigation services across a full range of technologies.

## Seattle

Our Seattle office handles intellectual property matters related to computer software and hardware, consumer electronics, and related high technology products and services. Situated in the Pacific Northwest's technology hotbed, the Seattle office provides IP services to world-class tech companies. We focus mainly on patent prosecution and the strategic use of intellectual property, but also have IP litigation and data privacy capabilities. The office also has an international focus, and the attorneys make regular trips to Asia to meet with agents and clients based there.

## Washington, D.C.

Among the largest in the district, our Washington, D.C., office comprises strong practice teams engaged worldwide with issues involving complex and appellate litigation; intellectual property and international trade; antitrust compliance and litigation; tax planning and tax controversy; white collar and bankruptcy matters; FTC, FCC, First Amendment, labor, FCPA, ITAR, CIFIUS, environmental and election law compliance and litigation; business transactions; and a wide array of federal policy matters. Our federal policy team includes former members of Congress and a former U.S. ambassador, as well as many former government officials with extensive congressional contacts and federal agency experience. Our clients include manufacturers, service and media organizations, healthcare providers, nonprofit organizations, and trade associations, among others.

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