

Basic Information

Multi-Office Form
 Organization Size: 80
 Office Size: 77
Hiring Attorney:
 Evangelia (Eve)
 Pelonis
Hiring Attorney #2:
 Cynthia Lieberman

Recruiting Contact:
 Jennifer Ireland
 Human Resources and Recruitment
 Manager
 1001 G Street, NW
 Suite 500 West
 Washington, District of Columbia (DC)
 20001
 United States
Phone: 202-434-4100
 ireland@khlaw.com

Compensation & Benefits

2018 compensation for entry-level lawyers (\$/year) 135,000
Summer Compensation
 2018 compensation for Post-3Ls (\$/week)
 2018 compensation for 2Ls (\$/week) 2,600
 2018 compensation for 1Ls(\$/week)

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 8-10
 How many years is the equity track? Case by case

Pro Bono/Public Interest

James Votaw
 Chair of the Pro Bono Committee
 (202) 434-4100
 votaw@khlaw.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
 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? No
 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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	27	11	5	0
	Women	11	21	2	0
	Total	38	32	7	0
Hispanic/Latino	Men	0	0	1	0
	Women	0	0	0	0
White	Men	24	9	4	0
	Women	10	16	2	0
Black/African American	Men	1	1	0	0
	Women	0	0	0	0
Native Hawaiian/Other Pacific Islander	Men	0	0	0	0
	Women	0	0	0	0
Asian	Men	2	1	0	0
	Women	1	4	0	0
American Indian/Alaska Native	Men	0	0	0	0
	Women	0	0	0	0
2 or more races	Men	0	0	0	0
	Women	0	1	0	0
Persons with Disabilities	Men	0	0	0	0
	Women	0	0	0	0
Openly LGBT	Men	1	1	0	0
	Women	0	0	0	0
Veteran	Men	0	0	0	0
	Women	0	0	0	0

General Practice Areas

GENERAL PRACTICE AREAS	EMPLOYER'S PRACTICE GROUP NAME	NO. OF PARTNERS/MEMBERS	NO. OF COUNSEL	NO. OF ASSOCIATES	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Government, Regulatory, Administrative	Food and Drug	25	5	22	
Government, Regulatory, Administrative	Environmental	16	2	5	
Government, Regulatory, Administrative	Telecommunications	5	2	2	
Government, Regulatory, Administrative	Advertising and Promotion	9	0	3	
Government, Regulatory, Administrative	Antitrust	2	1	0	
Government, Regulatory, Administrative	Biotechnology	10	0	4	
Government, Regulatory, Administrative	Government Relations	3	0	0	
Government, Regulatory, Administrative	Health and Safety Compliance Audit	10	1	0	
Government, Regulatory, Administrative	Nanotechnology Strategy, Regulation and Defense	8	0	0	
Government, Regulatory, Administrative	Privacy and Internet	3	1	1	
Government, Regulatory, Administrative	Product Safety	7	0	3	
Government, Regulatory, Administrative	Product Stewardship, Green Chemistry and Sustainability	5	0	2	
Government, Regulatory, Administrative	REACH	3	0	0	
Government, Regulatory, Administrative	Trade and Professional Associations	16	2	0	
Government, Regulatory, Administrative	Transportation	4	0	1	
Government, Regulatory, Administrative	Workplace Safety and Health	5	1	2	
Government, Regulatory, Administrative	Business Counseling and Transactional	3	0	0	
Intellectual Property	Intellectual Property	5	1	0	
International	International Regulatory Affairs	11	1	0	
International	International Trade	1	1	2	
Labor and Employment	Employment and Labor	3	0	0	
Litigation	Environmental and Toxic Tort Litigation	6	0	1	
Litigation	Insurance Coverage	2	1	0	
Litigation	Food Recall Insurance Coverage	4	0	0	
Litigation	Litigation	8	1	3	

HIRING & RECRUITMENT

	Began Work In				Expected
	2016	Prior Summer Associates	2017	Prior Summer Associates	
LAWYERS					
Entry-level	2	0	4	4	2
Entry-level (non-traditional track)					
Lateral Partners			1		
Lateral Associates	6		2		
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					

2Ls	3	2	1
1Ls			1
Number of 2017 Summer 2Ls considered for associate offers	2		
Number of offers made to summer 2L associates	2		
General Hiring Criteria	Excellent writing skills, analytical ability and initiative, ability to relate well to colleagues and clients, top 25% of class, Law Review/Journal preferred, science/technical background a plus		

Diversity & Inclusion

Diversity Contact: Jennifer Ireland

Organization Narrative

Keller and Heckman, founded in 1962, has a broad practice in the areas of regulatory law, litigation, and business transactions, serving both domestic and international clients. Our firm is a pioneer in the use of interdisciplinary approaches to problem-solving. Since 1971, we have had an in-house scientific staff that works closely with the firm's attorneys on matters of technical complexity. Many of our attorneys also have government experience and expertise in multiple areas of the law.

Keller and Heckman represents a wide spectrum of companies and trade associations servicing a range of industries, including food and food additives, plastics, pesticides, industrial and specialty chemicals, drugs and medical devices, transportation, and telecommunications. The firm's practice covers the diverse regulatory areas that affect these industries, as well as business counseling and litigation issues. Our attorneys and scientists emphasize creative service to clients involved in the development of new products, services, and markets.

Our attorneys and staff serve clients from offices in Washington, DC, Brussels, San Francisco, Shanghai, and Paris.

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