

Basic Information

Multi-Office Form **Recruiting Contact:**
 Organization Size: 80 Jennifer Ireland
 Office Size: 80 Human Resources and Recruitment Manager
Hiring Attorney: 1001 G Street, NW
 Mark Thompson Suite 500 West
 Washington, District of Columbia (DC) 20001
 United States
Phone: 202-434-4100
 ireland@khlaw.com

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 140,000
Summer Compensation
 2021 compensation for Post-3Ls (\$/week)
 2021 compensation for 2Ls (\$/week) 2,600
 2021 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

Lawyer Demographics

		Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	26	11	6	0	2
	Women	13	20	4	0	4
	Non-binary	NC	NC	NC	NC	NC
	Total	39	31	10	0	6
Latinx	Men	0	1	1	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
White	Men	23	8	5	0	1
	Women	11	16	2	0	3
	Non-binary	NC	NC	NC	NC	NC
Black or African American	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Asian	Men	2	1	0	0	1
	Women	1	3	2	0	1
	Non-binary	NC	NC	NC	NC	NC
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
2 or More Races	Men	0	1	0	0	0
	Women	1	1	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Persons with Disabilities	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
LGBTQ	Men	1	1	0	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC
Veteran	Men	2	0	1	0	0
	Women	0	0	0	0	0
	Non-binary	NC	NC	NC	NC	NC

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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2019	Prior Summer Associates	2020	Prior Summer Associates	2021
Entry-level	2	1	3	2	6
Entry-level (non-traditional track)					
Lateral Partners			3	0	
Lateral Associates	4	0	4	0	3
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
SUMMER					
Post-3Ls					
2Ls			5		6
1Ls			1		

Number of 2020 Summer 2Ls considered for associate offers 5

Number of offers made to summer 2L associates 5

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

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
Government, Regulatory, Administrative	Food and Drug	23	5	22	2	
Government, Regulatory, Administrative	Environmental	13	3	6		
Government, Regulatory, Administrative	Telecommunications	7	2	3	1	

Government, Regulatory, Administrative	Advertising and Promotion	7	2	1
Government, Regulatory, Administrative	Biotechnology	7	2	1
Government, Regulatory, Administrative	Health and Safety Compliance Audit	7	2	0
Government, Regulatory, Administrative	Nanotechnology	7	0	0
Government, Regulatory, Administrative	Privacy, Data Security, and Digital Media	3	1	1
Government, Regulatory, Administrative	Product Safety	5	3	1
Government, Regulatory, Administrative	Product Stewardship and Sustainability	6	0	1
Government, Regulatory, Administrative	Trade and Professional Associations	13	2	1
Government, Regulatory, Administrative	Transportation	4	0	1
Government, Regulatory, Administrative	Occupational Safety and Health	4	2	3
Intellectual Property	Intellectual Property	4	0	0
International	International Regulatory Affairs	9	1	1
Labor and Employment	Employment and Labor	2	1	1
Litigation	Insurance Coverage	2	0	0
Litigation	Litigation	6	0	4
Government, Regulatory, Administrative	California's Proposition 65	16	4	4

Diversity & Inclusion

Diversity Contact: Jennifer Ireland

Organization Narrative

Keller and Heckman, founded in 1962, has a broad practice in the areas of regulatory law, public policy, and litigation, 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, consumer products, 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, and Shanghai. We are also a member of Mackrell International, a network of 90 independent law firms in more than 170 offices in 60 countries. By our membership in Mackrell International, we are able to assist our clients in satisfying their legal requirements across the globe.

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