

### Basic Information

525 Jefferson Avenue  
 Suite 300  
 Toledo, OH 43604  
 Organization Size: 23  
 Office Size: 26  
**Hiring Attorney:**  
 Janet Hales  
**Hiring Attorney #2:**  
 Heather Hall

**Recruiting Contact:**  
 Denise Ford Saxon  
 Assistant Director of Human Resources  
 525 Jefferson Avenue, Suite 300  
 Toledo, Ohio (OH) 43604  
 United States  
**Phone:** 419-255-0814  
 dsaxon@ablelaw.org

### Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 52,000

**Summer Compensation**

2021 compensation for Post-3Ls (\$/week) 0

2021 compensation for 2Ls (\$/week) 0

2021 compensation for 1Ls(\$/week) 4,000

### Lawyer Demographics

|  |              | Managing/Senior Attorneys | Staff Attorneys | Summer Interns |
|--|--------------|---------------------------|-----------------|----------------|
|  | Men          | 5                         | 1               | 0              |
|  | Women        | 8                         | 5               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |
|  | <b>Total</b> | <b>13</b>                 | <b>6</b>        | <b>0</b>       |
| <b>Latinx</b>                                    | Men          | 1                         | 0               | 0              |
|  | Women        | 1                         | 1               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |
| <b>White</b>                                     | Men          | 4                         | 1               | 0              |
|  | Women        | 7                         | 4               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |
| <b>Black or African American</b>                 | Men          | 0                         | 0               | 0              |
|  | Women        | 0                         | 0               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |
| <b>Native Hawaiian or Other Pacific Islander</b> | Men          | 0                         | 0               | 0              |
|  | Women        | 0                         | 0               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |
| <b>Asian</b>                                     | Men          | 0                         | 0               | 0              |
|  | Women        | 0                         | 0               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |
| <b>Native American or Alaska Native</b>          | Men          | 0                         | 0               | 0              |
|  | Women        | 0                         | 0               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |
| <b>2 or more races</b>                           | Men          | 0                         | 0               | 0              |
|  | Women        | 0                         | 0               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |
| <b>Persons with Disabilities</b>                 | Men          | 0                         | 0               | 0              |
|  | Women        | 0                         | 0               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |
| <b>LGBTQ</b>                                     | Men          | 1                         | 0               | 0              |
|  | Women        | 0                         | 0               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |
| <b>Veteran</b>                                   | Men          | 0                         | 0               | 0              |
|  | Women        | 0                         | 0               | 0              |
|  | Non-binary   | 0                         | 0               | 0              |

### Professional Development

Does your organization have a coaching/mentoring program Evaluations Yes  
Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? Yes

Rotation for junior associates between departments/practice groups? N/A

Is rotation mandatory? No

### HIRING & RECRUITMENT

| LAWYERS          | Began Work In |      | Expected |
|------------------|---------------|------|----------|
|                  | 2019          | 2020 | 2021     |
| Experienced      | 1             | 0    | 1        |
| Entry-level      | 0             | 0    | 0        |
| <b>SUMMER</b>    |               |      |          |
| Post-3Ls         | 0             | 0    | 0        |
| 2Ls              | 5             | 5    | 5        |
| 1Ls              | 0             | 0    | 0        |
| Semester Interns | 0             | 0    | 3        |

Hiring Criteria Candidate must demonstrate excellent legal and communication skills and a commitment to legal services for people living in poverty. For the Agricultural Worker and Immigrant Rights Program, ability to communicate fluently in Spanish is required.

### General Practice Areas

| GENERAL PRACTICE AREAS  | EMPLOYER'S PRACTICE GROUP NAME              | % OF PRACTICE |
|---|---|---------------|
| Appellate<br>Arbitration, Dispute Resolution, Mediation<br>Civil Rights, Human Rights, Constitutional<br>Family<br>Government, Regulatory, Administrative<br>Labor and Employment<br>Litigation | Agricultural Worker and Immigrant Rights    | 30.00         |
| Civil Rights, Human Rights, Constitutional<br>Government, Regulatory, Administrative<br>Litigation  | Meaningful Access to Education              | 20.00         |
| Civil Rights, Human Rights, Constitutional<br>Government, Regulatory, Administrative<br>Litigation  | Health & Public Benefits                    | 20.00         |
| Civil Rights, Human Rights, Constitutional<br>Family<br>Government, Regulatory, Administrative<br>Litigation  | Medical Legal Partnership for Children      | 10.00         |
| Civil Rights, Human Rights, Constitutional<br>Government, Regulatory, Administrative<br>Litigation  | Housing & Community Economic<br>Development | 20.00         |

### Diversity & Inclusion

#### RECRUITMENT METHODS

Minority job fairs, Outreach to law student groups, Recruit at schools with large minority population, Bar-sponsored programs, Firm diversity committee

### Organization Narrative

N/A

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.