

**Basic Information**

100 Light Street  
Suite 1350  
Baltimore, MD 21202  
Organization Size: 336  
Office Size: 5  
**Hiring Attorney:**  
Mr. Andrew (Drew) Miroff

**Recruiting Contact:**  
Mx. Cybele Smith  
Attorney Talent Manager  
250 West Street  
Suite 700  
Columbus, Indiana (IN) 43215  
United States  
**Phone:** 614-462-2312  
cybele.smith@icemiller.com

**Compensation & Benefits 333**

2024 compensation for entry-level lawyers (\$/year)	165,000
<b>Summer Compensation</b>	
2024 compensation for Post-3Ls (\$/week)	0
2024 compensation for 2Ls (\$/week)	0
2024 compensation for 1Ls(\$/week)	0

**Partnership & Advancement**

Does the firm have two or more tiers of partner?	Yes
How many years is the non-equity track?	7
How many years is the equity track?	No set number of years. Based on performance.

**Lawyer Demographics**

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men	129	64	23	11
	Women	56	58	21	17
	Non-binary	NC	NC	NC	NC
	<b>Total</b>	<b>185</b>	<b>122</b>	<b>44</b>	<b>3</b>
<b>Latinx</b>	Men	1	3	0	0
	Women	1	2	0	1
	Non-binary	NC	NC	NC	NC
<b>White</b>	Men	112	53	18	10
	Women	47	42	18	12
	Non-binary	NC	NC	NC	NC
<b>Black or African American</b>	Men	4	2	1	0
	Women	3	5	1	1
	Non-binary	NC	NC	NC	NC
<b>Native Hawaiian or Other Pacific Islander</b>	Men	0	0	0	1
	Women	0	0	0	0
	Non-binary	NC	NC	NC	NC
<b>Asian</b>	Men	5	3	1	0
	Women	1	8	0	3
	Non-binary	NC	NC	NC	NC
<b>Native American or Alaska Native</b>	Men	0	0	0	0
	Women	0	0	0	0
	Non-binary	NC	NC	NC	NC
<b>2 or More Races</b>	Men	3	1	0	0
	Women	0	0	2	0
	Non-binary	NC	NC	NC	NC
<b>Persons with Disabilities</b>	Men	0	1	0	0
	Women	1	4	0	1
	Non-binary	NC	NC	NC	NC
<b>LGBTQ</b>	Men	0	1	2	0
	Women	1	9	0	0
	Non-binary	NC	NC	NC	NC
<b>Veteran</b>	Men	2	1	0	0
	Women	0	1	0	1
	Non-binary	NC	NC	NC	NC

## Pro Bono/Public Interest

A.J. Hensel  
Litigation Partner  
614-462-1103  
aj.hensel@icemiller.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	1.5
Average Hours per Attorney last year	50.67
Percent of associates participating last year	75%
Percent of partners participating last year	38%
Percent of other lawyers participating last year	59%

## Professional Development

Evaluations	Other
Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers?	No
Rotation for junior associates between departments/practice groups?	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?	Yes

## HIRING & RECRUITMENT

	Began Work In				Expected
	2022	Prior Summer Associates	2023	Prior Summer Associates	2024
<b>LAWYERS</b>					
Entry-level					
Entry-level (non-traditional track)					
Lateral Partners					
Lateral Associates					
All Other Laterals (non-traditional track)					
Post-Clerkship					
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls					
1Ls					

Number of 2023 Summer 2Ls considered for associate offers

19

Number of offers made to summer 2L associates

19

General Hiring Criteria

Ice Miller considers each candidate on an individual basis taking into consideration things such as law school performance, professional skills, work and life experiences as well as the needs of the Firm. The Firm's Talent Management Team works closely with the Firm's hiring partner, Recruiting Committee, Practice Group Leaders, and Managing Partners regarding recruiting and hiring practices. The Firm is focused on creating a culture of inclusion where everyone feels respected, is treated fairly and has the opportunity to perform at the highest potential. A number of internal initiatives such as unconscious bias training for both attorneys and staff and the development of a diversity and inclusion strategic plan have increased the overall awareness of and focus on recruiting, developing and retaining talented attorneys from all backgrounds. Additionally, the Firm invests in organizations and participates in programs that expand the legal diversity pipeline. For example, Ice Miller is a member of the Leadership Council on Legal Diversity (LCLD) and the Minority Corporate Counsel Association's Firm Affiliate Network.

## 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	0	0	0	0	0
Litigation	Litigation	3	1	1	0	0
Banking, Finance Public, Municipal	Public Finance	0	0	0	0	0
Government, Regulatory, Administrative	Government Affairs & Regulatory Law	0	0	0	0	0
Real Estate, Land Use	Real Estate	0	0	0	0	0
Labor and Employment	Workplace Solutions	0	0	0	0	0

## Diversity & Inclusion

**Diversity Contact:** Ms. Kristen Matha

**Diversity Website/URL:** <https://www.icemiller.com/firm/diversity-information/>

## Organization Narrative

Ice Miller LLP embraces a work environment that is collaborative, welcoming, and focused on growth. To maintain our culture, we are committed to building an inclusive workplace where talented attorneys from all backgrounds serve our clients, focus on professional development, and perform to their highest potential. With over 350 lawyers in offices located in Columbus, Chicago, DuPage County, Illinois, New York, Indianapolis, Philadelphia, Baltimore, and Washington, D.C., our attorneys and professional staff are among the most talented in the country. Ice Miller is an Equal Opportunity Employer and certified under [The Diversity Lab's Mansfield Rule 6.0](#).

Attorney development begins on Day One with a comprehensive orientation program and continues throughout our attorneys' careers. All associates receive a dedicated career coach, who serves as a confidential resource to help overcome challenges, provide career guidance, and even provide advice on maintaining an active and fulfilling life outside of work, which we highly value. Our attorney feedback program focuses on providing attorneys with real-time feedback on their performance. Instead of just receiving feedback once or twice a year, our attorneys receive feedback at the conclusion of any matter they work on or every 50 hours they work on longer-term projects. This allows for our attorneys to course-correct when needed and focuses on constructive criticism that gives every attorney a chance to achieve their full potential.

The Firm's commitment to diversity and inclusion is among the strongest in the industry. The Firm's Chief Managing Partner has named building a more diverse and inclusive workplace as his Number One priority, and the Firm has committed the resources to allow this vision to become a reality. Please see the Diversity & Inclusion section to learn more about what we are doing to make our vision of a completely inclusive workplace a reality.

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](http://www.nalpdirectory.com)

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