

**Basic Information**

Firmwide  
Organization Size: 139

**Recruiting Contact:**  
Mrs. Denise Wilson  
Director of HR  
300 West Vine Street  
Suite 2100  
Lexington, Kentucky (KY) 40507  
United States  
Phone: 859-231-3988  
denise.wilson@skofirm.com

**Hiring Attorney:**  
Mr. Jeff Calabrese

**Compensation & Benefits**

2019 compensation for entry-level lawyers (\$/year) 97,000

**Summer Compensation**

2019 compensation for Post-3Ls (\$/week)

2019 compensation for 2Ls (\$/week) 1,500

2019 compensation for 1Ls(\$/week) 1,500

**Partnership & Advancement**

Does the firm have two or more tiers of partner? Yes

How many years is the non-equity track? 6

How many years is the equity track? 2

**Pro Bono/Public Interest**

P. Gene Vance  
Member  
859-231-3000  
palmer.vance@skofirm.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide

% Firm Billable Hours last year .52

Average Hours per Attorney last year 7.7

Percent of associates participating last year 39

Percent of partners participating last year 28

Percent of other lawyers participating last year 50

**Professional Development**

Evaluations Annual

Does your organization use upward reviews to evaluate and provide feedback to supervising lawyers? No

Rotation for junior associates between departments/practice groups? Case-by-case

Is rotation mandatory? Case-by-case

Does your organization have a dedicated professional development staff? No

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 68	13	17	2	4
	Women 17	13	5	4	2
	Total 85	26	22	6	6
<b>Hispanic/Latino</b>	Men 0	1	0	0	0
	Women 0	0	0	0	0
<b>White</b>	Men 68	12	18	2	4
	Women 16	11	5	5	2
<b>Black/African American</b>	Men 0	0	0	0	0
	Women 1	2	0	0	0
<b>Native Hawaiian/Other Pacific Islander</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>Asian</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>American Indian/Alaska Native</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>2 or more races</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>Persons with Disabilities</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>LGBT</b>	Men 0	0	0	0	0
	Women 0	0	0	0	0
<b>Veteran</b>	Men UNK	0	UNK	0	0
	Women 0	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 ENTRY-LEVEL PLACEMENTS IN THIS PRACTICE AREA LAST YEAR	NO. OF NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Bankruptcy	Bankruptcy	12	2	2		
Litigation	Business Litigation	32	5	10		
Litigation	Tort, Trial & Insurance Services	14	2	3		
Business, Corporate	Business Services	18	6	5		
Real Estate, Land Use	Real Estate	12	3	4		
Tax	State & Federal Tax	3	4	4		
Trusts and Estates	Trusts, Estates & Family	7	3	3		
Energy	Utility & Energy	6	4	4		
Government, Regulatory, Administrative	Mineral & Environmental	12	4	5		
Labor and Employment	Workplace Law	10	3	5		

**HIRING & RECRUITMENT**

LAWYERS	Began Work In				Expected 2019
	2017	Prior Summer Associates	2018	Prior Summer Associates	
Entry-level	3	3	3	3	1
Entry-level (non-traditional track)	1		3		
Lateral Partners	8		3		
Lateral Associates	4	1	2		1
All Other Laterals (non-traditional track)	3		4		
Post-Clerkship			2	2	
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls	6		3		6
1Ls	1		4		6

Number of 2018 Summer 2Ls considered for associate offers 4

Number of offers made to summer 2L associates 1

General Hiring Criteria Interviews are conducted by a committee of attorneys; resumes and grades are reviewed

**Diversity & Inclusion**

Diversity Contact: Mr. Tom Williams

**Organization Narrative**

SKO is a law firm with a proud and storied history. It is also dynamic and forward-thinking with inspired, passionate attorneys who operate at the highest levels of their profession. SKO provides tailored legal solutions to even the most complex problems and challenges. Through creative engagement, interpretation, application of knowledge - and paying attention to every detail - SKO works to win for its clients.

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)

NALP Copyright 2019