

Basic Information

Firmwide
Organization Size: 139

Hiring Attorney:
Mr. Jeff Calabrese

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

Compensation & Benefits

2021 compensation for entry-level lawyers (\$/year) 97,000

Summer Compensation

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

2021 compensation for 2Ls (\$/week) 1,900

2021 compensation for 1Ls(\$/week) 1,900

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

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	68	9	18	1	3
	Women	21	10	5	2	3
	Non-binary	0	0	0	0	0
	Total	89	19	23	3	6
Latinx	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
White	Men	67	8	18	1	2
	Women	20	8	5	2	2
	Non-binary	0	0	0	0	0
Black or African American	Men	0	1	0	0	1
	Women	1	1	0	0	0
	Non-binary	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Asian	Men	0	0	0	0	0
	Women	0	1	0	0	1
	Non-binary	0	0	0	0	0
Native American or Alaska Native	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
2 or More Races	Men	0	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Persons with Disabilities	Men	0	0	2	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
LGBTQ	Men	1	0	0	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0
Veteran	Men	1	0	2	0	0
	Women	0	0	0	0	0
	Non-binary	0	0	0	0	0

Pro Bono/Public Interest

Kif Skidmore
 Counsel to the Firm
 859-231-3000
 kif.skidmore@skofirm.com

Is the pro bono information indicated here firm-wide or specific to one office?	Firm-wide
% Firm Billable Hours last year	.85
Average Hours per Attorney last year	13.7
Percent of associates participating last year	38
Percent of partners participating last year	30
Percent of other lawyers participating last year	29

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

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected 2021
	2019	Prior Summer Associates	2020	Prior Summer Associates	
Entry-level	1	1	3	3	7
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	1	0	0	0	2
Lateral Associates	3	0	2	0	3
All Other Laterals (non-traditional track)	2	0	3	0	0
Post-Clerkship	1	1	0	0	0
LL.M.s (U.S.)	0	0	0	0	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	6	0	6	0	2
1Ls	5	0	4	0	4

Number of 2020 Summer 2Ls considered for associate offers 7

Number of offers made to summer 2L associates 6

General Hiring Criteria Interviews are conducted by a committee of attorneys; resumes and grades are reviewed; we are happy to interview in person or by video

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	10	1	1		
Litigation	Business Litigation	39	3	7		
Litigation	Tort, Trial & Insurance Services	17	3	4		
Business, Corporate	Business Services	24	7	3		
Real Estate, Land Use	Real Estate	19	3	3		
Tax	State & Federal Tax	3	2	1		

Trusts and Estates	Trusts, Estates & Family	12	3	3	1	
Energy	Utility & Energy	4	3	2	1	1
Government, Regulatory, Administrative	Mineral & Environmental	7	1	0		
Labor and Employment	Workplace Law	9	2	3	1	

Diversity & Inclusion

Diversity Contact: Ms. Dana Howard

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.

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