

**Basic Information**

Firmwide  
 Organization Size: 137  
 Office Size: 137  
**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**

2018 compensation for entry-level lawyers (\$/year)	97,000
<b>Summer Compensation</b>	
2018 compensation for Post-3Ls (\$/week)	
2018 compensation for 2Ls (\$/week)	1,500
2018 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

Average Hours per Attorney last year 6.0

Percent of associates participating last year 35

Percent of partners participating last year 22

Percent of other lawyers participating last year 42

**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 67	11	22	1	2
	Women 21	10	5	1	3
	<b>Total 88</b>	<b>21</b>	<b>27</b>	<b>2</b>	<b>5</b>
<b>Hispanic/Latino</b>	Men 0	1	0	0	0
	Women 0	0	0	0	0
<b>White</b>	Men 67	10	22	1	2
	Women 20	10	5	1	2
<b>Black/African American</b>	Men 0	0	0	0	0
	Women 1	0	0	0	1
<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>Openly 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 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 2018
	2016	Prior Summer Associates	2017	Prior Summer Associates	
Entry-level	2	2	2	2	3
Entry-level (non-traditional track)			1		
Lateral Partners			6		
Lateral Associates	3	2	4	0	
All Other Laterals (non-traditional track)			5		2
Post-Clerkship			1	1	2
LL.M.s (U.S.)					
LL.M.s (non-U.S.)					
<b>SUMMER</b>					
Post-3Ls					
2Ls					3
1Ls					3

Number of 2017 Summer 2Ls considered for associate offers 6

Number of offers made to summer 2L associates 3

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.

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