

PERSONALIZED CAREER PATHS

KMK excels as a law firm by recruiting and retaining the best and the brightest attorneys. We believe a strong law firm evolves from having a team of individuals who have varied interests and diverse social, ethnic, political, and economic backgrounds -- and who can offer wide-ranging perspectives to clients.

At KMK, we maintain a close-knit, energetic, and supportive environment -- just some of the reasons so many KMK attorneys and employees have made this firm their home for years. KMK realizes that individual attorneys may choose non-traditional career paths, and we are willing to work with you on an individual basis to help you succeed professionally and personally.

Alternative Career Paths

KMK recognizes that the traditional Partnership career path is not appropriate for all individuals. Keating Muething & Klekamp is committed to making this opportunity available to the appropriate individuals. An alternative career path will be considered for those attorneys who have demonstrated the ability and commitment necessary to successfully be elected as a KMK partner. For the right individual, the firm will afford an opportunity which can be equivalent to in-house corporate or similar positions, both in terms of schedule and compensation. These individuals are considered important components of KMK.

Some attorneys prefer to forgo partnership consideration in exchange for a schedule which provides them greater personal time and flexibility. KMK is willing to discuss such arrangements on a case-by-case basis.

Part-Time

KMK believes that giving thoughtful consideration to requests by attorneys to work on a part-time basis is in the best interest of our clients and enhances our ability to provide high level client service. KMK handles all requests for part-time status on an individual-by-individual basis. Requests for part-time arrangements will be accommodated for those attorneys who are performing above average in terms of the quality of their work and demonstrating a high level of commitment to our clients and the firm.

In order to provide consistency on a firm-wide basis, the applicable Practice Group Leader, Associates Committee Chairperson, and the Managing Partner will be involved in the process for associates requesting to work part-time. In determining the compensation and benefits to be paid to those individuals who are approved to work on a part-time basis, the firm will take into account the overhead of the attorney involved and the expected profitability of the part-time arrangement. KMK has several partners who work on a part-time schedule, and our policy permits qualified and committed attorneys practicing part-time to be elected as partners.

KMK Supports Your Commitments to Your Family

From the very beginning when the firm was started in the mid-1950s, the founders embraced the ideals of being supportive of family commitments. For those attorneys who work on Saturdays in the office, the firm provides inhouse babysitting service and provides lunch to attorneys, staff, and the children who are in the office on Saturdays.

In addition, KMK sponsors several family events throughout the year, including our traditional Holiday event in December and our Summer Family Picnic at Coney Island — as a way of showing our appreciation to our Firm's employees and appreciation for the support given to our attorneys and staff by their families.

PERSONALIZED CAREER PATHS (Continued)

Finally, KMK provides a "mother's room" within our offices, equipped with a refrigerator, sink, lounge chair, and electric pump for nursing mothers.