

Basic Information

Firmwide
 Organization Size: 375
 Office Size: 375
Hiring Attorney:
 Mr. Jim Ryan

Recruiting Contact:
 Ms. Meghan Miller
 Recruiting Manager
 100 Congress Avenue
 Suite 1100
 Austin, Texas (TX) 78701
 United States
Phone: 512.236.2097
 memiller@jw.com

Compensation & Benefits

2019 compensation for entry-level lawyers (\$/year) 190,000
Summer Compensation
 2019 compensation for Post-3Ls (\$/week) 3,654
 2019 compensation for 2Ls (\$/week) 3,654
 2019 compensation for 1Ls(\$/week) 3,654

Partnership & Advancement

Does the firm have two or more tiers of partner? Yes
 How many years is the non-equity track? 8
 How many years is the equity track? Based on performance.

Pro Bono/Public Interest

Brian A. Kilpatrick
 Partner
 214.953.5933
 bkilpatrick@jw.com

Is the pro bono information indicated here firm-wide or specific to one office? Firm-wide
 % Firm Billable Hours last year 1.2%
 Average Hours per Attorney last year 39
 Percent of associates participating last year 62%
 Percent of partners participating last year 39%
 Percent of other lawyers participating last year 52%

Professional Development

Evaluations Semi-annual
 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? No

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates	
	Men	204	53	25	0	11
	Women	59	38	15	6	17
	Total	263	91	40	6	28
Hispanic/Latino	Men	11	7	1	0	3
	Women	4	5	0	0	3
White	Men	184	40	24	0	5
	Women	50	28	13	11	7
Black/African American	Men	3	2	0	0	0
	Women	4	2	1	0	3
Native Hawaiian/Other Pacific Islander	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC
Asian	Men	4	3	0	0	0
	Women	1	3	1	1	3
American Indian/Alaska Native	Men	1	0	0	0	0
	Women	0	0	0	0	0
2 or more races	Men	1	1	0	0	0
	Women	0	0	0	0	0
Persons with Disabilities	Men	1	0	0	0	0
	Women	0	0	0	0	0
LGBT	Men	2	1	1	0	0
	Women	1	0	0	0	0
Veteran	Men	NC	NC	NC	NC	NC
	Women	NC	NC	NC	NC	NC

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		
Business, Corporate	Corporate & Securities	36	7	27	5	1
Energy	Energy	10	3			
Government, Regulatory, Administrative	Environmental & Legislative	13	5	2	1	
Tax	ERISA	2		1		
Banking, Finance	Finance	5	1	4		1
Government, Regulatory, Administrative	Healthcare	5	1			
Intellectual Property	Intellectual Property	13	2	1		
Labor and Employment	Labor & Employment	13	1	3		1
Real Estate, Land Use	Land Use	5	1	1		
Litigation	Litigation	87	13	48	5	5
Real Estate, Land Use	Real Estate	45	4	19	1	2
Tax	Tax	4	1			1
Trusts and Estates	Wealth Planning	14		7	2	

HIRING & RECRUITMENT

	Began Work In				Expected 2019
	2017	Prior Summer Associates	2018	Prior Summer Associates	
LAWYERS					
Entry-level	15	15	14	10	13
Entry-level (non-traditional track)	1	0	0	0	0
Lateral Partners	16	0	14	0	TBD
Lateral Associates	10	0	18		TBD
All Other Laterals (non-traditional track)	8	0	TBD	13	TBD
Post-Clerkship	3	1	3	0	0
LL.M.s (U.S.)	1	0	1	1	0
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	17	5	14	8	18
1Ls	13	0	13	0	14

Number of 2018 Summer 2Ls considered for associate offers 13

Number of offers made to summer 2L associates 7

General Hiring Criteria U.S. News Law School Rankings: Schools Ranked 1 to 25 = Top 50% Schools Ranked 26 to 60 = Top 25% Schools Ranked 61 to 100 = Top 20% Schools Ranked 101 and above = Top 15% Schools Rank Not Listed = Top 10%

Diversity & Inclusion

Diversity Website/URL: http://www.jw.com/meet_jw/what-we-value/diversity

Organization Narrative

Jackson Walker is a Texas-based law firm with a national presence and global reach. With more than 350 attorneys and more than 130 years of experience, we're one of the largest and most knowledgeable firms in the state. Our confident yet approachable lawyers help companies of all sizes navigate today's

increasingly complex, interconnected legal landscape. Our corporate clients include some of the biggest names in business, but we also represent family-owned businesses, local and regional government agencies, individuals, and nonprofit groups.

Firm Facts

- We represent 6 of the Fortune 10, 23 of the Fortune 100, and 68 of the Fortune 500.
- Our attorneys have represented clients in more than 85 countries and territories.
- We are currently ranked nationally in 27 practice areas in the U.S. News "Best Law Firms" rankings, have twelve Chambers-ranked practice groups, and have been recognized in the BTI Client Service A-Team List multiple times.
- Our trial group is one of the largest in the Southwest, with nearly half of the Firm's lawyers. Our diverse experience covers multiple industry sectors and takes us into courthouses across Texas and the United States.

Jackson Walker has a high partner-to-associate ratio and takes pride in staffing clients' matters efficiently. Our associates are expected to take on a lot of responsibility right from the start. With a broad client base, our associates handle a wide variety of quality work and deal directly with clients early in their careers.

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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