

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

2017 compensation for entry-level lawyers (\$/year) 180,000
Summer Compensation
 2017 compensation for Post-3Ls (\$/week) 3,462
 2017 compensation for 2Ls (\$/week) 3,462
 2017 compensation for 1Ls(\$/week) 3,462

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 1.1%
 Average Hours per Attorney last year 33
 Percent of associates participating last year 71%
 Percent of partners participating last year 41%
 Percent of other lawyers participating last year 69%

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? Yes

Lawyer Demographics

	Partner/Member	Associates	Counsel	Non-traditional Track/Staff Attorneys	Summer Associates
	Men 187	55	14	0	16
	Women 50	51	16	7	10
	Total 237	106	30	7	26
Hispanic/Latino	Men 11	4	2	0	0
	Women 4	6	0	0	1
White	Men 168	42	12	0	12
	Women 44	36	16	7	9
Black/African American	Men 3	3	0	0	3
	Women 4	4	0	0	0
Native Hawaiian/Other Pacific Islander	Men NC	NC	NC	NC	NC
	Women NC	NC	NC	NC	NC
Asian	Men 4	4	0	0	0
	Women 1	3	0	0	0
American Indian/Alaska Native	Men 1	1	0	0	0
	Women 0	0	0	0	0
2 or more races	Men 0	1	0	0	1
	Women 0	2	0	0	0
Persons with Disabilities	Men 1	0	0	0	0
	Women 0	0	0	0	0
Openly LGBT	Men 2	1	2	0	0
	Women 1	1	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 NON-TRADITIONAL TRACK/STAFF ATTORNEYS
Bankruptcy	Bankruptcy	9		2	
Business, Corporate	Corporate & Securities	39	4	29	
Energy	Energy	9	1	4	
Government, Regulatory, Administrative	Environmental & Legislative	7	2	4	2
Tax	ERISA	2	1	1	
Banking, Finance	Finance	4	1	3	
Government, Regulatory, Administrative	Healthcare	8		1	
Intellectual Property	Intellectual Property	11	2	1	
Labor and Employment	Labor & Employment	15	1	6	
Real Estate, Land Use	Land Use	6		1	
Litigation	Litigation	81	13	35	
Real Estate, Land Use	Real Estate	32	3	17	
Tax	Tax	5			
Trusts and Estates	Wealth Planning	10	1	2	

HIRING & RECRUITMENT

LAWYERS	Began Work In				Expected
	2015	Prior Summer Associates	2016	Prior Summer Associates	2017
Entry-level	12	8	15	13	16
Entry-level (non-traditional track)	0	0	0	0	0
Lateral Partners	10	0	4	0	TBD
Lateral Associates	13	0	15	0	TBD
All Other Laterals (non-traditional track)	4	0	5	0	0
Post-Clerkship	0	0	0	0	TBD
LL.M.s (U.S.)	0	0	0	0	TBD
LL.M.s (non-U.S.)	0	0	0	0	0
SUMMER					
Post-3Ls	0	0	0	0	0
2Ls	17	1	19	2	17
1Ls	5	0	7	0	11

Number of 2016 Summer 2Ls considered for associate offers 19

Number of offers made to summer 2L associates 16

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 Contact: Ms. Alesia Foster

Diversity Website/URL: <http://www.jw.com/about/diversity>

Organization Narrative

Jackson Walker is a Texas-based law firm with a national presence and global reach. With more than 375 attorneys and 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. We were awarded Litigation Department of the Year by Texas Lawyer in 2013 and were named a finalist in 2016.
- For the past five years, we have ranked among the top five Texas firms on the American Lawyer's Diversity Scorecard. We received the prestigious Thomas L. Sager Award for the South Region from the Minority Corporate Counsel Association in 2014.

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.

For more details, visit www.nalpdirectory.com

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